

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 11, 2016 5:08 PM
To: Elliott, Randolph A Jr CIV (US)
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US); Evans (US) (Lester.Evans@dla.mil); Cammack, James C Sr CIV (US)
Subject: Start of Shift

Randy,

I just had a request from one of my Supervisors on KB shift actually ask me if I had any issues if he did what you had mentioned a couple weeks ago, reference locking the door at start of shift and if folks aren't on time, they're late.

Do you have any issues/ concerns if they do that?

Thanks,

Shane L. Mantz
DLA Distribution Susquehanna (DDSP)
EDC Division
Storage Branch
Branch Chief
Phone: 717-770-8844
Email: Shane.Mantz@dla.mil

"A good leader takes a little more than his share of the blame, a little less than his share of the credit." Arnold H. Glasow

"When you put people ahead of opportunities, your opportunities increase. This is so important to remember because strong relationships sit at the foundation of practically every great organization, team, school or company." #leadership #relationships #OtherPeopleMatter

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, September 29, 2016 3:59 PM
To: Elliott, Randolph A Jr CIV (US)
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Subject: FW: (b) (6)

Randy,

Not sure if you saw this response (just noticed you weren't on the email) - but Drew probably forwarded.

I reviewed this when it came in, and sat down with (b) (6) and explained to him that I needed supporting documentation, and that as this request was written, I did not see a foreseeable end/ did not seem temporary in nature. I'm currently looking at all these requests coming in, and feeling compelled to continually ask for supporting documentation (I rarely ever see any), and are having to research just how long these "Temporary" hardships are in place.

I asked (b) (6) to go have the supervisor go back to the employee and get supporting documentation and show how the accommodation can have a realistic timeline/ resolution vs. the situation that appeared to require a permanent accommodation and no solution.

With (b) (6) out of the office with health issues, I'm not certain who returned the paperwork and didn't explain why there was nothing written.

I'll own the confusion this caused, and my resolution moving forward is to recommend denying the accommodation, providing that feedback, and requiring the employee to resubmit if the decision authority decides in line with my recommendation. This should avoid confusion in the future.

Just yesterday I had 2 more that upon investigation have been going on for about a year, which I then am recommending not approved and there has to be a more permanent, feasible solution than to bypass union agreements by potentially allowing folks to dictate their shift without documentation and for periods of time that exceed the intent of the temporary hardship request.

Please let me know if you need clarification on anything.

Thanks,
Shane

-----Original Message-----

From: Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Sent: Tuesday, September 27, 2016 8:35 PM
To: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Darrah, Daniel E CIV (US) <Daniel.Darrah@dla.mil>
Cc: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: RE: (b) (6)

Drew,

We do not have a copy of (b) (6) hardship. The original was returned to (b) (6) who then provided it to Mr. Elliot. This hardship was returned to (b) (6) to provide further documentation supporting his request because the change he was requesting did not alleviate the issue that was stated in the request. This is why the document was not dated or signed, we were allowing him to better justify his request before a decision was made.

V/r,
LT Ty Shaffer

-----Original Message-----

From: Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Sent: Monday, September 26, 2016 10:50 PM
To: Darrah, Daniel E CIV (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Subject: FW: (b) (6)

Team,
Please send me a copy of (b) (6) hardship.

V/r
Drew

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Monday, September 26, 2016 6:48 PM
To: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>
Subject: (b) (6)

Drew,

(b) (6) submitted a request for a Temporary Hardship to his supervisor, (b) (6), on 9-9-2016. He didn't receive a response back until 2 weeks past. The supervisor, (b) (6) recommended the hardship.

He has received his Agency response without a definitive answer, and not signed or dated by anyone. Should (b) (6) assume that this hardship is approved? I, at this point, would believe so.

More to come.

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, September 08, 2016 5:07 PM
To: Elliott, Randolph A Jr CIV (US)
Cc: (b) (6) CIV (US); Marshall, Jodi A CIV DLA DISTRIBUTION (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US); Anderson, Shelly R CIV (US)
Subject: RE: ADR - (b) (6)

Randy,

Yes, that's fine - Shelly/ Ty - please note (b) (6) approval to arrive at 14:00 next Tuesday.

Thanks,
Shane

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Thursday, September 08, 2016 2:00 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: (b) (6) CIV (US); (b) (6) >; Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: ADR - (b) (6)

Shane,

Can you please allow (b) (6) to come to work at 1400 on this day, in order to give him an opportunity to meet with me prior to the ADR?

Thanks!

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

-----Original Message-----

From: (b) (6) CIV (US)
Sent: Wednesday, September 07, 2016 8:23 PM
To: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>

Subject: RE: ADR - (b) (6)

Is my sift time being accommodated since I start at 1430 so I can meet with you early?

(b) (6)

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)

Sent: Wednesday, September 07, 2016 3:54 PM

To: (b) (6)

Subject: RE: ADR - (b) (6)

Where: Room 210C (Purple Room)

EDC

Randy

Randolph Elliott

AFGE Local 2004

Chief Steward

(717)-770-6162 office

(b) (6)

-----Original Message-----

From: (b) (6) (US)

Sent: Tuesday, September 06, 2016 10:00 PM

To: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>

Subject: FW: ADR - (b) (6)

Where is the ADR meeting being held at?

(b) (6)

-----Original Appointment-----

From: (b) (6) CIV (US)

Sent: Thursday, September 01, 2016 4:55 PM

To: DDSP ADRS

Subject: Accepted: ADR - (b) (6)

When: Tuesday, September 13, 2016 2:30 PM-4:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Room 210C (Purple Room)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, September 02, 2016 4:34 PM
To: Elliott, Randolph A Jr CIV (US)
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US); Marshall, Jodi A CIV DLA DISTRIBUTION (US); (b) (6) CIV DLA DISTRIBUTION (US)
Subject: RE: (b) (6)

Randy,

I'm not sure if (b) (6) was properly communicated to, I apologize if somewhere the reasoning for this was missed.

My communication to the team on this was - when the OT lists were pulled afternoon on Weds, several names were attempted to be added Thursday.

I requested all Supervisors to reach out to me if there were legitimate reasons the employees on the late "please add" list couldn't sign in time on Mon, Tue, or Weds for exceptions (i.e. they were not physically at work on Mon, Tue, or Wed).

I got nothing back with specifics for (b) (6), and checking his EAGLE just now, he came in for OT on his RDO Monday, and was here Tuesday and Wednesday - when he should have signed up.

He didn't sign up, and I didn't hear anything from his Supervisor as to why he couldn't sign up when the rosters were posted, so his OT was not approved.

Thanks,
Shane

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Friday, September 02, 2016 9:15 AM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>; (b) (6) (b) (6)
Subject: (b) (6)

Shane,

Can you please explain why (b) (6) was denied the opportunity to work overtime this weekend? Thanks!

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, August 15, 2016 4:08 PM
To: Elliott, Randolph A Jr CIV (US)
Subject: FW: Reasonable Accommodation Process (b) (6)
Attachments: (b) (6)

Note from FOIA Officer: Unable to open encrypted attachment. However, attachment would have been redacted due to exemption 6 (privacy).

Randy,

FYI - not sure if you guys need a copy of this, but here is (b) (6) approved reasonable accommodation, which he was happy with.

Just in case issues come up in the future again about it.

Thanks,
Shane

-----Original Message-----

From: Maldonado, Richard D CIV DLA DISTRIBUTION (US)
Sent: Monday, August 15, 2016 3:15 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: RE: Reasonable Accommodation Process (b) (6)

Shane,

(b) (6)

Rich Maldonado
Equal Employment Specialist
Defense Logistics Agency
Distribution
Office of EEO and Diversity
P.O. Box 960001
Stockton, CA 95296

(209) 839-4014 FAX (209) 839-4025 DSN 462

Visit our SharePoint Page

https://sharepoint.distribution.dla.mil/sites/distribution_san_joaquin/d_command/eeo_office/SitePages/Home.aspx

Confidentiality/Privacy Act Notice: The information contained in this electronic mail message and any attachments is intended only for the official use of the individual or entity to whom it is addressed and may contain legally privileged, confidential information or work product. If the reader of this message is not the intended recipient, you are hereby notified that any use, dissemination, distribution, or forwarding of this email message is strictly prohibited. If you have received this message in error, please notify me by email reply and delete the original message from your system. The material/information contained herein falls within the purview of the Privacy Act of 1974 and will be safeguarded in accordance with the applicable system of records notice and DLAR 5400.21.

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, August 15, 2016 11:49 AM
To: Maldonado, Richard D CIV DLA DISTRIBUTION (US) <Rich.Maldonado@DLA.MIL>
Subject: RE: Reasonable Accommodation Process (b) (6)

We're going to sit down with (b) (6) and review this in a little bit.

If he's not happy with it, what does he do at that point? Contact you?

Is there anything for him to sign?

Thanks,
Shane

-----Original Message-----

From: Maldonado, Richard D CIV DLA DISTRIBUTION (US)
Sent: Thursday, August 11, 2016 5:03 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: RE: Reasonable Accommodation Process (b) (6)

Shane,

You complete the entire form. I have loaded up some information on the form. Most of the top part is administrivia. In item 12 state (b) (6)

Rich Maldonado
Equal Employment Specialist
Defense Logistics Agency
Distribution
Office of EEO and Diversity
P.O. Box 960001
Stockton, CA 95296

(209) 839-4014 FAX (209) 839-4025 DSN 462

Visit our SharePoint Page

https://sharepoint.distribution.dla.mil/sites/distribution_san_joaquin/d_command/eeo_office/SitePages/Home.aspx

Confidentiality/Privacy Act Notice: The information contained in this electronic mail message and any attachments is intended only for the official use of the individual or entity to whom it is addressed and may contain legally privileged, confidential information or work product. If the reader of this message is not the intended recipient, you are hereby notified that any use, dissemination, distribution, or forwarding of this email message is strictly prohibited. If you have received this message in error, please notify me by email reply and delete the original message from your system. The material/information contained herein falls within the purview of the Privacy Act of 1974 and will be safeguarded in accordance with the applicable system of records notice and DLAR 5400.21.

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, August 11, 2016 5:04 AM

To: Maldonado, Richard D CIV DLA DISTRIBUTION (US) <Rich.Maldonado@DLA.MIL>

Subject: RE: Reasonable Accommodation Process (b) (6)

Rich,

Who fills out what parts of this?

This is a pretty generic form, and the actual requested accommodation/ what (b) (6) is looking for I anticipated would be pre-filled in?

Does he have to do certain blocks, and then I approve/ disapprove?

Thanks,
Shane

-----Original Message-----

From: Maldonado, Richard D CIV DLA DISTRIBUTION (US)

Sent: Wednesday, August 10, 2016 5:23 PM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>

Subject: RE: Reasonable Accommodation Process (b) (6)

Shane,

Per our disc. This form will close out (b) (6) request

Rich Maldonado
Equal Employment Specialist
Defense Logistics Agency
Distribution
Office of EEO and Diversity
P.O. Box 960001
Stockton, CA 95296

(209) 839-4014 FAX (209) 839-4025 DSN 462

Visit our SharePoint Page

https://sharepoint.distribution.dla.mil/sites/distribution_san_joaquin/d_command/eeo_office/SitePages/Home.aspx

Confidentiality/Privacy Act Notice: The information contained in this electronic mail message and any attachments is intended only for the official use of the individual or entity to whom it is addressed and may contain legally privileged, confidential information or work product. If the reader of this message is not the intended recipient, you are hereby notified that any use, dissemination, distribution, or forwarding of this email message is strictly prohibited. If you have received this message in error, please notify me by email reply and delete the original message from your system. The material/information contained herein falls within the purview of the Privacy Act of 1974 and will be safeguarded in accordance with the applicable system of records notice and DLAR 5400.21.

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)

Sent: Wednesday, August 10, 2016 1:01 PM

To: Maldonado, Richard D CIV DLA DISTRIBUTION (US) <Rich.Maldonado@DLA.MIL>

Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>

Subject: RE: Reasonable Accommodation Process (b) (6)

Rich,

I just called your office but you're away, so dropping this detailed note.

When I pinged you on Friday around 3:10pm (coming late from previous meeting), you mentioned you had already reviewed the (b) (6) case and since we were accommodating him in Active Items that things were good.

Now, (b) (6) (b) (6)

I do not know where this came from, as it conflicts with my direction and input that we can accommodate in Active Items (which includes DT, DP, and DK), which (b) (6) initially required DK (which he now is claiming he did not).

(b) (5), (b) (6)

(b) (5), (b) (6)

(b) (5), (b) (6)

(b) (5), (b) (6)

(b) (5), (b) (6)

(b) (5), (b) (6)

I really need your help getting resolution to this ASAP.

Thanks,
Shane

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)

Sent: Friday, July 29, 2016 7:27 AM

To: Maldonado, Richard D CIV DLA DISTRIBUTION (US) <Rich.Maldonado@DLA.MIL>

Cc: Spangler, Mick D CIV (US) <mick.spangler@dla.mil>; Gruff, Jennifer L (Jen) CIV DLA (US) <Jennifer.Gruff@dla.mil>;

Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>

Subject: RE: Reasonable Accommodation Process (b) (6)

Thanks works for me Rich - but Mick and Ty work 2nd shift.

I think we need him on the call, so I would propose holding a 15:00 meeting.

Does this work for you?

Thanks,
Shane

-----Original Message-----

From: Maldonado, Richard D CIV DLA DISTRIBUTION (US)

Sent: Thursday, July 28, 2016 5:00 PM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>

Cc: Spangler, Mick D CIV (US) <Mick.Spangler@dla.mil>; Gruff, Jennifer L (Jen) CIV DLA (US) <Jennifer.Gruff@dla.mil>

Subject: RE: Reasonable Accommodation Process (b) (6)

Shane,

Would like to schedule a meeting for next week with (b) (6) to step out on this request. If we are able to accommodate him, we need to complete the paperwork IAW with the DLA Instruction. My calendar is open on Tuesday August 2, 2016 at 1130 EST. Let me know if this works for you all. Thanks

Rich Maldonado
Equal Employment Specialist
Defense Logistics Agency
Distribution
Office of EEO and Diversity
P.O. Box 960001
Stockton, CA 95296

(209) 839-4014 FAX (209) 839-4025 DSN 462

Visit our SharePoint Page

https://sharepoint.distribution.dla.mil/sites/distribution_san_joaquin/d_command/eeo_office/SitePages/Home.aspx

Confidentiality/Privacy Act Notice: The information contained in this electronic mail message and any attachments is intended only for the official use of the individual or entity to whom it is addressed and may contain legally privileged, confidential information or work product. If the reader of this message is not the intended recipient, you are hereby notified that any use, dissemination, distribution, or forwarding of this email message is strictly prohibited. If you have received this message in error, please notify me by email reply and delete the original message from your system. The material/information contained herein falls within the purview of the Privacy Act of 1974 and will be safeguarded in accordance with the applicable system of records notice and DLAR 5400.21.

-----Original Message-----

From: Maldonado, Richard D CIV DLA DISTRIBUTION (US)

Sent: Tuesday, June 28, 2016 5:02 PM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>

Cc: Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Spangler, Mick D CIV (US) <mick.spangler@dla.mil>; Gruff, Jennifer L (Jen) CIV DLA (US) <Jennifer.Gruff@dla.mil>

Subject: RE: Reasonable Accommodation Process (b) (6)

Shane,

Good news. Will this be a perm deal? We want to make sure any accommodations are In Accordance With established procedures which may require going thru the whole process. Thanks

Rich Maldonado
Equal Employment Specialist
Defense Logistics Agency
Distribution
Office of EEO and Diversity
P.O. Box 960001
Stockton, CA 95296

(209) 839-4014 FAX (209) 839-4025 DSN 462

Visit our SharePoint Page

https://sharepoint.distribution.dla.mil/sites/distribution_san_joaquin/d_command/eeo_office/SitePages/Home.aspx

Confidentiality/Privacy Act Notice: The information contained in this electronic mail message and any attachments is intended only for the official use of the individual or entity to whom it is addressed and may contain legally privileged, confidential information or work product. If the reader of this message is not the intended recipient, you are hereby notified that any use, dissemination, distribution, or forwarding of this email message is strictly prohibited. If you have received this message in error, please notify me by email reply and delete the original message from your system. The material/information contained herein falls within the purview of the Privacy Act of 1974 and will be safeguarded in accordance with the applicable system of records notice and DLAR 5400.21.

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, June 28, 2016 12:08 PM
To: Maldonado, Richard D CIV DLA DISTRIBUTION (US)
Cc: Shaffer, Ty B LT USN DLA DISTRIBUTION (US); Spangler, Mick D CIV (US); Gruff, Jennifer L (Jen) CIV DLA (US)
Subject: RE: Reasonable Accommodation Process (b) (6)

Rich,

I believe that (b) (6) has agreed to take a temporary reassignment to Active Items (DK), where he'll have better (b) (6), and this is should be worked out. I believe Jennifer provided an offer, but am unsure if it's been set.

Do you still need to have a telecon to review? If so, Mick/ Ty - please let me know what works for (b) (6) and I'll make it work.

Thanks,
Shane

-----Original Message-----

From: Maldonado, Richard D CIV DLA DISTRIBUTION (US)
Sent: Monday, June 27, 2016 1:23 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Subject: Reasonable Accommodation Process (b) (6)

Shane,

Per our discussion. Let me know when you are your employee are available to have a telecon. Thanks

Rich Maldonado
Equal Employment Specialist
Defense Logistics Agency
Distribution
Office of EEO and Diversity
P.O. Box 960001
Stockton, CA 95296

(209) 839-4014 FAX (209) 839-4025 DSN 462

Visit our SharePoint Page

https://sharepoint.distribution.dla.mil/sites/distribution_san_joaquin/d_command/eeo_office/SitePages/Home.aspx

Confidentiality/Privacy Act Notice: The information contained in this electronic mail message and any attachments is intended only for the official use of the individual or entity to whom it is addressed and may contain legally privileged, confidential information or work product. If the reader of this message is not the intended recipient, you are hereby notified that any use, dissemination, distribution, or forwarding of this email message is strictly prohibited. If you have received this message in error, please notify me by email reply and delete the original message from your system. The material/information contained herein falls within the purview of the Privacy Act of 1974 and will be safeguarded in accordance with the applicable system of records notice and DLAR 5400.21.

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, August 09, 2016 2:54 PM
To: Elliott, Randolph A Jr CIV (US)
Subject: FW: Requesting Union representation for (b) (6)

FYSA...

-----Original Message-----

From: Paganbonilla, Jose A CIV (US)
Sent: Tuesday, August 09, 2016 2:52 PM
To: Stern, Robert L Sr CIV (US) <Robert.Stern@dla.mil>
Cc: Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: Requesting Union representation for (b) (6)

Like to have union representative for (b) (6) tomorrow if possible before 1200hrs.

Jose A Pagan
Supervisor Material Handler
DDSP-KA Highrise Storage
717-770-4592

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, July 29, 2016 1:02 PM
To: Elliott, Randolph A Jr CIV (US)
Subject: RE: (b) (6)

Me neither, and not terribly worried about this particular one - just don't believe rumor-mills help or solve anything and try to extinguish them quickly when they come up.

Thank you sir.

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Friday, July 29, 2016 12:32 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: (b) (6)

I don't like to play the guessing game. I'll ask (b) (6) myself when I see her.

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, July 29, 2016 12:27 PM
To: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: (b) (6)

Thanks Randy.

We asked (b) (6), but she didn't give a name - maybe you'd have better luck.

I don't have any facts, but based on (b) (6) outspoken assertion at our meeting yesterday that she thinks I'm trying to get people fired over LWOP concerns with Dr's visits, I wouldn't be surprised if that's where it came from.

Thanks,

Shane

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Thursday, July 28, 2016 5:16 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: (b) (6)

Shane,

This is concerning. But if I don't know who the Union rep is, I can't fix anything.

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, July 28, 2016 3:54 PM
To: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: FW: (b) (6)

Randy,

Can you please address the concern below, where allegedly union reps are telling employees we're out to get them fired?

This is categorically false from my knowledge, so if there is anyone who has any further details on substantiating this serious claim, please pass them along and we'll dig in.

It's this type of rumor-mill, false allegations, with a perceived intent to hurt the work culture that is significantly impacting DLA, and I'd ask that the unnamed union rep be coached on the impact of their position and information they spread.

Thanks,
Shane

-----Original Message-----

From: Paganbonilla, Jose A CIV (US)
Sent: Thursday, July 28, 2016 2:57 PM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Evans, Lester L CIV (US)

<Lester.Evans@dla.mil>

Subject: (b) (6)

Today approximately 1000hrs I approached to (b) (6) with a leave form indicating her Leave balance and she don't have to take (b) (6). She told me she didn't want to use her dates and she wanted to use (b) (6). At the same time she was concern how this will affect her because an union representative told her we are out to get her in order to get her fired. I asked (b) (6) who is the union representative and she refused to give me a name.

I explained (b) (6) that we care about her situation and that is why I'm always explaining to her leave balance, making sure she is aware when she have zero balance and what could be happen if she continue taking (b) (6)

Jose A Pagan
Supervisor Material Handler
DDSP-KA Highrise Storage
717-770-4592

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, July 29, 2016 12:27 PM
To: Elliott, Randolph A Jr CIV (US)
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Subject: RE: (b) (6)

Thanks Randy.

We asked (b) (6), but she didn't give a name - maybe you'd have better luck.

I don't have any facts, but based on (b) (6) outspoken assertion at our meeting yesterday that she thinks I'm trying to get people fired over LWOP concerns with Dr's visits, I wouldn't be surprised if that's where it came from.

Thanks,
Shane

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Thursday, July 28, 2016 5:16 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: (b) (6)

Shane,

This is concerning. But if I don't know who the Union rep is, I can't fix anything.

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, July 28, 2016 3:54 PM
To: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: FW: (b) (6)

Randy,

Can you please address the concern below, where allegedly union reps are telling employees we're out to get them fired?

This is categorically false from my knowledge, so if there is anyone who has any further details on substantiating this serious claim, please pass them along and we'll dig in.

It's this type of rumor-mill, false allegations, with a perceived intent to hurt the work culture that is significantly impacting DLA, and I'd ask that the unnamed union rep be coached on the impact of their position and information they spread.

Thanks,
Shane

-----Original Message-----

From: Paganbonilla, Jose A CIV (US)

Sent: Thursday, July 28, 2016 2:57 PM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Evans, Lester L CIV (US)

<Lester.Evans@dla.mil>

Subject: (b) (6)

Today approximately 1000hrs I approached to (b) (6) with a leave form indicating her Leave balance and she don't have to take (b) (6). She told me she didn't want to use her dates and she wanted to use (b) (6). At the same time she was concern how this will affect her because an union representative told her we are out to get her in order to get her fired. I asked (b) (6) who is the union representative and she refused to give me a name.

I explained (b) (6) that we care about her situation and that is why I'm always explaining to her leave balance, making sure she is aware when she have zero balance and what could be happen if she continue taking (b) (6)

Jose A Pagan
Supervisor Material Handler
DDSP-KA Highrise Storage
717-770-4592

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, July 28, 2016 3:54 PM
To: Elliott, Randolph A Jr CIV (US)
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Subject: FW: (b) (6)

Randy,

Can you please address the concern below, where allegedly union reps are telling employees we're out to get them fired?

This is categorically false from my knowledge, so if there is anyone who has any further details on substantiating this serious claim, please pass them along and we'll dig in.

It's this type of rumor-mill, false allegations, with a perceived intent to hurt the work culture that is significantly impacting DLA, and I'd ask that the unnamed union rep be coached on the impact of their position and information they spread.

Thanks,
Shane

-----Original Message-----

From: Paganbonilla, Jose A CIV (US)
Sent: Thursday, July 28, 2016 2:57 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>
Subject: (b) (6)

Today approximately 1000hrs I approached to (b) (6) with a leave form indicating her Leave balance and she don't have to take (b) (6). She told me she didn't want to use her dates and she wanted to use (b) (6). At the same time she was concern how this will affect her because an union representative told her we are out to get her in order to get her fired. I asked (b) (6) who is the union representative and she refused to give me a name.

I explained (b) (6) that we care about her situation and that is why I'm always explaining to her leave balance, making sure she is aware when she have zero balance and what could be happen if she continue taking (b) (6)

Jose A Pagan
Supervisor Material Handler
DDSP-KA Highrise Storage
717-770-4592

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, July 28, 2016 11:28 AM
To: Elliott, Randolph A Jr CIV (US)
Cc: Paganbonilla, Jose A CIV (US); Evans, Lester L CIV (US)
Subject: FW: Request Union Representative

Sorry,

Accidentally left you off of this.

Thanks,
Shane

-----Original Message-----

From: Paganbonilla, Jose A CIV (US)
Sent: Thursday, July 28, 2016 11:05 AM
To: Boutselis, Robert L CIV (US) <Robert.Boutselis@dla.mil>
Cc: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>
Subject: Request Union Representative

We will like to have Union representative along with (b) (6) Tomorrow 29 July 2016 at 0730 in the second floor high rise conference room to discuss why he wants to move supervisors and FLIPL.

Jose A Pagan
Supervisor Material Handler
DDSP-KA Highrise Storage
717-770-4592

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

Subject: Randy & Shane Meet
Location: Union Hall

Start: Thu 7/21/2016 12:00 PM
End: Thu 7/21/2016 12:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Required Attendees: Elliott, Randolph A Jr CIV (US)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, July 18, 2016 2:26 PM
To: Elliott, Randolph A Jr CIV (US)
Subject: FW: A Form
Attachments: blank aform.docx

-----Original Message-----

From: Robinson, Laura C CIV (US)
Sent: Monday, July 18, 2016 2:19 PM
To: Paganbonilla, Jose A CIV (US) <Jose.Pagan@dla.mil>
Cc: Northrup, John D CIV (US) <John.Northrup@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Thomas, Shawn L CIV (US) <Shawn.Thomas@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Yiengst, Bradley P CIV DLA DISTRIBUTION (US) <Bradley.Yiengst@dla.mil>
Subject: A Form

**APPENDIX
OFFICIAL TIME FORM**

NAME OF UNION OFFICIAL: Laura C. Robinson

TIME AND DATE FOR WHICH OFFICIAL TIME IS REQUESTED: 7/18/2016 200pm -230pm

Negotiations over the impact and/or implementation of changes in conditions of employment of bargaining unit employees which occur during the term of this Agreement.

* Investigation, preparation, filing and processing grievances in accordance with the Negotiated Grievance Procedure.

Attendance at management-initiated meetings, not otherwise described in this Agreement, when invited.

Participation on committees or panels as authorized by this Agreement.

Preparation for and participation in proceedings before the Federal Labor Relations Authority (FLRA) in accordance with FLRA's rules and regulations, and other third party hearings.

Participation in formal discussions.

Assisting an employee, when designated as their representative, in preparing a response to a proposed disciplinary or adverse action.

Other (State reason):

REQUESTOR'S SIGNATURE AND DATE: Electronic signature: Laura C. Robinson 7/18/2016

SUPERVISOR'S ACTION (SIGNATURE AND DATE):

Approve: _____ Disapprove: _____

* If disapproved due to workload reasons, indicate time and date when approval can be granted:

Time Union representative departed: 200pm _____

Time Union representative returned: 230pm _____

Copy to:

DHRC-C/DHRC-N and Council Local

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

Subject: Randy & Shane Meet
Location: Union Hall

Start: Thu 7/21/2016 12:00 PM
End: Thu 7/21/2016 12:30 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Required Attendees: Elliott, Randolph A Jr CIV (US)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, July 18, 2016 11:41 AM
To: Elliott, Randolph A Jr CIV (US)
Subject: RE: A-Form

Hi Randy,

That works - what location works for you? I can go to where ever you're working, union hall, etc.

Thanks,
Shane

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Friday, July 15, 2016 5:50 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: RE: A-Form

Shane,

How's Tuesday at 12?

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(717)-773-9568 cell

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, July 15, 2016 7:49 AM
To: Elliott, Randolph A Jr CIV (US)
Subject: FW: A-Form

Hi Randy, sorry for the delay in replying - my week has been a little hectic.

I'd definitely like to get together when you're available next week and review not just this process, but also spend a little more time getting to know and understand your perspective of what I can do to help tighten up the seemingly endless drama I've observed in my first several weeks here at DLA.

Monday between 10am and 1pm works for me, or Tuesday between 11am and 1pm.

Thanks,
Shane

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)

Sent: Monday, July 11, 2016 6:04 PM

To: Robinson, Laura C CIV (US); Paganbonilla, Jose A CIV (US); Thomas, Shawn L CIV (US)

Cc: Northrup, John D CIV (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Finn, Paul L CIV DLA DISTRIBUTION (US); Yiengst, Bradley P CIV DLA DISTRIBUTION (US); Cammack, James C Sr CIV (US); Boutselis, Robert L CIV (US); Elliott, Randolph A Jr CIV (US); Dickerson, Valarie R CIV (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US)

Subject: RE: A-Form

Laura,

Thanks for Sending. I'll try to link up with you tomorrow reference this form so I can learn the proper process and where this email is coming from.

I'm seeing this form isn't signed - is it required to be signed prior to attending and we didn't get it signed back to you in time before you had to go there and thus you left without the signature? I believe signature/ approval needs to be in place prior to going.

I'm asking my managers to approve any indirect labor time/ not in direct processing roles, and although this is not a large amount of time I am asking approvals for hours out of production be approved at that level, because I'm holding them accountable for our daily plans and goals. So this definitely helps. Thank you!

Thanks,

Shane L. Mantz

DLA Distribution Depot Susquehanna (DDSP) EDC Division Storage Branch Branch Chief

Phone: 717-770-8844

Email: Shane.Mantz@dla.mil

-----Original Message-----

From: Robinson, Laura C CIV (US)

Sent: Thursday, July 07, 2016 1:21 PM

To: Paganbonilla, Jose A CIV (US); Thomas, Shawn L CIV (US)

Cc: Northrup, John D CIV (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Finn, Paul L CIV DLA DISTRIBUTION (US); Yiengst, Bradley P CIV DLA DISTRIBUTION (US); Cammack, James C Sr CIV (US); Boutselis, Robert L CIV (US); Elliott, Randolph A Jr CIV (US); Dickerson, Valarie R CIV (US); Mantz, Shane L CIV DLA DISTRIBUTION (US)

Subject: A-Form

Good Afternoon All,

Attached is my A-Form for today. It was brought to my attention that someone in upper management had a concern in regards to the official time I was using and if I was in fact completing A-Forms and submitting them to my supervisor. From here on out, so there is no concern, I will "CC" all parties so that my whereabouts are known throughout the Storage and/or Division. Thank you in advance for your assistance in this matter.

V/R

Laura C. Robinson
Union Steward
AFGE 2004

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, July 15, 2016 7:49 AM
To: Elliott, Randolph A Jr CIV (US)
Subject: FW: A-Form

Hi Randy, sorry for the delay in replying - my week has been a little hectic.

I'd definitely like to get together when you're available next week and review not just this process, but also spend a little more time getting to know and understand your perspective of what I can do to help tighten up the seemingly endless drama I've observed in my first several weeks here at DLA.

Monday between 10am and 1pm works for me, or Tuesday between 11am and 1pm.

Thanks,
Shane

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, July 11, 2016 6:04 PM
To: Robinson, Laura C CIV (US); Paganbonilla, Jose A CIV (US); Thomas, Shawn L CIV (US)
Cc: Northrup, John D CIV (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Finn, Paul L CIV DLA DISTRIBUTION (US); Yiengst, Bradley P CIV DLA DISTRIBUTION (US); Cammack, James C Sr CIV (US); Boutselis, Robert L CIV (US); Elliott, Randolph A Jr CIV (US); Dickerson, Valarie R CIV (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Subject: RE: A-Form

Laura,

Thanks for Sending. I'll try to link up with you tomorrow reference this form so I can learn the proper process and where this email is coming from.

I'm seeing this form isn't signed - is it required to be signed prior to attending and we didn't get it signed back to you in time before you had to go there and thus you left without the signature? I believe signature/ approval needs to be in place prior to going.

I'm asking my managers to approve any indirect labor time/ not in direct processing roles, and although this is not a large amount of time I am asking approvals for hours out of production be approved at that level, because I'm holding them accountable for our daily plans and goals. So this definitely helps. Thank you!

Thanks,

Shane L. Mantz
DLA Distribution Depot Susquehanna (DDSP) EDC Division Storage Branch Branch Chief
Phone: 717-770-8844
Email: Shane.Mantz@dla.mil

-----Original Message-----

From: Robinson, Laura C CIV (US)

Sent: Thursday, July 07, 2016 1:21 PM

To: Paganbonilla, Jose A CIV (US); Thomas, Shawn L CIV (US)

Cc: Northrup, John D CIV (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Finn, Paul L CIV DLA DISTRIBUTION (US); Yiengst, Bradley P CIV DLA DISTRIBUTION (US); Cammack, James C Sr CIV (US); Boutselis, Robert L CIV (US); Elliott, Randolph A Jr CIV (US); Dickerson, Valarie R CIV (US); Mantz, Shane L CIV DLA DISTRIBUTION (US)

Subject: A-Form

Good Afternoon All,

Attached is my A-Form for today. It was brought to my attention that someone in upper management had a concern in regards to the official time I was using and if I was in fact completing A-Forms and submitting them to my supervisor. From here on out, so there is no concern, I will "CC" all parties so that my whereabouts are known throughout the Storage and/or Division. Thank you in advance for your assistance in this matter.

V/R

Laura C. Robinson

Union Steward

AFGE 2004

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, August 11, 2016 2:44 PM
To: Elliott, Randolph A Jr CIV (US); DDSP ADRS
Cc: Boutselis, Robert L CIV (US); Tedesco, Daniel D (Dan) CIV DLA HUMAN RESOURCES (US); Northrup, John D CIV (US); Marshall, Jodi A CIV DLA DISTRIBUTION (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Dickerson, Valarie R CIV (US); Finn, Paul L CIV DLA DISTRIBUTION (US)
Subject: RE: ADR Request

Please include me on the invite.

To be clear, no accusations were made by (b) (6), as the email traffic clearly shows - they were made by a union employee. The targeting of (b) (6) by the union should be included in the agenda.

Thanks,

Shane L. Mantz
DLA Distribution Depot Susquehanna (DDSP) EDC Division Storage Branch Branch Chief
Phone: 717-770-8844
Email: Shane.Mantz@dla.mil

"When you put people ahead of opportunities, your opportunities increase. This is so important to remember because strong relationships sit at the foundation of practically every great organization, team, school or company." #leadership #relationships #OtherPeopleMatter

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Thursday, August 11, 2016 12:48 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; DDSP ADRS <DDSPADRS@dla.mil>
Cc: Boutselis, Robert L CIV (US) <Robert.Boutselis@dla.mil>; Tedesco, Daniel D (Dan) CIV DLA HUMAN RESOURCES (US) <daniel.tedesco@dla.mil>; Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; (b) (6)
(b) (6)
(b) (6) Elliott, Randolph A Jr CIV (US)
<Randolph.Elliott@dla.mil>
Subject: ADR Request

On behalf of (b) (6) I am requesting ADR.

Issue: False Accusations made against these employees by (b) (6)

Supervisor: Shane Mantz

Next Level Manager: (b) (6)

Union Rep: Randy Elliott

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, August 02, 2016 6:33 PM
To: Elliott, Randolph A Jr CIV (US); Dickerson, Valarie R CIV (US); Boutselis, Robert L CIV (US)
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Subject: RE: (b) (6) Reply

Yes sir, good call - I knew that but wasn't thinking clearly - 14:30 works for me if it works for Val. No adjustment needed.

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Tuesday, August 02, 2016 6:32 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Dickerson, Valarie R CIV (US) <Valarie.Dickerson@dla.mil>; Boutselis, Robert L CIV (US) <Robert.Boutselis@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: (b) (6) Reply

Shane,

Val is the rep of record. (b) (6) employee with a 1430 start time, I believe. Are you planning to have (b) (6) adjust his tour of duty and come in early for this meeting?

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, August 02, 2016 6:22 PM
To: Dickerson, Valarie R CIV (US) <Valarie.Dickerson@dla.mil>; Boutselis, Robert L CIV (US) <Robert.Boutselis@dla.mil>; Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: (b) (6) Reply

Val/ Randy/ Robert,

After thoroughly reviewing (b) (6) packet and reply, I see that he would like to offer an oral reply to the proposed action - please let me know at 9am would work, or if there's another time in the morning that works.

Other than 0600 - 0615 and 0830-0900, My morning is pretty meeting free tomorrow.

Thanks,
Shane

-----Original Message-----

From: Dickerson, Valarie R CIV (US)

Sent: Wednesday, July 20, 2016 4:18 PM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>

Cc: Boutselis, Robert L CIV (US) <Robert.Boutselis@dla.mil>; Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>

Subject: (b) (6) Reply

Importance: High

Good Afternoon Mr. Mantz,

Attached is (b) (6) written reply.

V/R

Valarie Dickerson
2nd Vice President
AFGE 2004

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, October 20, 2016 11:40 AM
To: Elliott, Randolph A Jr CIV (US); Donald, Stephanie M CIV (US); Northrup, John D CIV (US)
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Neill, Robert E Sr CIV DLA DISTRIBUTION (US); FOSTER, Nichole M CIV DLA (US)
Subject: RE: Union rep request for (b) (6)

Agreed!

Thank you Steph for working with the employee and straightening out the concern.

And thank you Randy for calling out the positive interaction!

Shane

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Thursday, October 20, 2016 11:01 AM
To: Donald, Stephanie M CIV (US) <Stephanie.Donald@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Neill, Robert E Sr CIV DLA DISTRIBUTION (US) <Robert.Neill@dla.mil>; FOSTER, Nichole M CIV DLA (US) <Nichole.Foster@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: RE: Union rep request for (b) (6)

Steph,

Great job of sitting down, and having a conversation with your employee as to the full situation. THIS IS WHAT RIGHT LOOKS LIKE!!

GREAT JOB!!

V/r,

Randy

Randolph Elliott
Chief Steward
AFGE Local 2004
717.770.6162 office
717.773.9568 cell

-----Original Message-----

From: Donald, Stephanie M CIV (US)
Sent: Wednesday, October 19, 2016 9:07 PM
To: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Neill, Robert E Sr CIV DLA DISTRIBUTION (US) <Robert.Neill@dla.mil>; FOSTER, Nichole M CIV DLA (US) <Nichole.Foster@dla.mil>
Subject: RE: Union rep request for (b) (6)

Acknowledged..

After having few discussions with (b) (6) and clarification in regards to call off procedures, (b) (6)

We're good.

Thank you for your time and I apologize for the inconvenience,

V/R,

Steph Donald
Supervisory Supply Technician
Storage -A/I and DK
Outbound Value Stream
770-6293

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Wednesday, October 19, 2016 8:01 PM
To: Donald, Stephanie M CIV (US) <Stephanie.Donald@dla.mil>
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Neill, Robert E Sr CIV DLA DISTRIBUTION (US) <Robert.Neill@dla.mil>; FOSTER, Nichole M CIV DLA (US) <Nichole.Foster@dla.mil>
Subject: RE: Union rep request for (b) (6)

Hello Steph!

(b) (6) is indeed entitled to Union representation because she is a Bargaining Unit Employee. Being a B.U.E. is not so much contingent on an employee's grade, than their actual title. I actually have GS-15's that are non-supervisory BUE's and are entitled to a Union rep if they want one.

Please get with supervisor, (b) (6), for the availability of Union rep, (b) (6) Thanks!

V/r,

Randy

Randolph Elliott

Chief Steward
AFGE Local 2004
717.770.6162 office
(b) (6)

-----Original Message-----

From: Donald, Stephanie M CIV (US)
Sent: Wednesday, October 19, 2016 4:46 PM
To: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>
Subject: Union rep request for (b) (6)

Randy,

(b) (6) is requesting an union rep (she's a (b) (6)) regarding her (b) (6) She did not call in but called at my old number. She's requesting assistance to reverse the (b) (6)

I don't believe (b) (6) are entitled to union representation..

Thanks !

Steph Donald
Supervisory Supply Technician
Storage -A/I and DK
Outbound Value Stream
770-6293

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, August 16, 2016 4:25 PM
To: Elliott, Randolph A Jr CIV (US); Northrup, John D CIV (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US); (b) (6) (b) (6)
Subject: R CIV (US); Barnes, Brent E CIV DLA DISTRIBUTION (US)
RE: (b) (6)

Randy,

The only traffic I recall seeing is the form that (b) (6) sent that showed the RDO change to Friday request was disapproved, and I never saw a form requesting an (b) (6)

(b) (6) - if you have that form, please forward to me for record.

This is approved.

Thanks,
Shane

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)
Sent: Tuesday, August 16, 2016 4:16 PM
To: Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; (b) (6)
(b) (6) Barnes, Brent E CIV DLA DISTRIBUTION (US) <Brent.Barnes@dla.mil>; Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>
Subject: (b) (6)

John/Drew,

(b) (6) has requested to change her (b) (6).

Reason: (b) (6)

She made this request on Tuesday, August 9, 2016 ((b) (6)) to supervisor, (b) (6). To this date, she has still heard no response from management.

She wants to know if she has to come to work tomorrow, or not. Does anyone have a response for her today? Thank you!

V/r,

Randy

Randolph Elliott
AFGE Local 2004
Chief Steward
(717)-770-6162 office
(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, September 29, 2016 1:41 PM
To: Elliott, Randolph A Jr CIV (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US); Stern, Robert L Sr CIV (US); Northrup, John D CIV (US)
Subject: RE: Union Rep, (b) (6)

Hi Randy,

I dug into the question below about two times being denied union time when requested.

- According to (b) (6) there was only one time (not two) where (b) (6) was denied a request to conduct union time, and that was a same day/ no advanced notice requesting same day. On that particular day, I happened to be in (b) (6) office when (b) (6) came into the office stating (b) (6) told him (b) (6) had to approve his A Form. (b) (6) explained to (b) (6) the process, in accordance with the MLA, and the workload situation. I confirmed with (b) (6) as well that (b) (6) (Supervisor) has signature authority on the A-Form, and that management does not sign the A Forms. (b) (6) nor have I have given any direction any supervisors to send employees to Managers to get approval.

- After (b) (6) departure from (b) (6) office, (b) (6) immediately called (b) (6) and asked him why he said that and why he directed (b) (6) stated that (b) (6) didn't like his denial of the A-Form, and wanted a better explanation as to why. (b) (6) was counseled again to follow the MLA when approving A-Forms. According to (b) (6), he informed (b) (6) that he could use his official time the following morning, which he did, leaving at 1:45pm for the duration of the day.

Hopefully this clarifies sequence of events - I can't explain or defend (b) (6) comments/ direction, and we addressed the situation then. If there are more details about the alleged 2nd time, please let me know and we'll dig into those details.

I apologize Randy - in hindsight, I should have given you a heads up at that time just in case something came of it and will be sure to next time something similar occurs. Of note - yesterday morning around 08:30 I walked past Post 8 and (b) (6) was there talking with the (b) (6) - I'm not sure if he was on the way coming/ going to the Union Hall (I didn't bother to ask), but this may have been one of those times he was permitted to leave work, so we are certainly trying to be accommodating even with the Backlog of work.

Thanks,

Shane L. Mantz
DLA Distribution Susquehanna (DDSP)
EDC Division
Storage Branch
Branch Chief
Phone: 717-770-8844
Email: Shane.Mantz@dla.mil

"A good leader takes a little more than his share of the blame, a little less than his share of the credit." Arnold H. Glasow

"When you put people ahead of opportunities, your opportunities increase. This is so important to remember because strong relationships sit at the foundation of practically every great organization, team, school or company." #leadership #relationships #OtherPeopleMatter

-----Original Message-----

From: Elliott, Randolph A Jr CIV (US)

Sent: Tuesday, September 27, 2016 6:12 PM

To: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>

Cc: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Marshall, Jodi A CIV DLA DISTRIBUTION (US)

<Jodi.Marshall@dla.mil>; Stern, Robert L Sr CIV (US) <Robert.Stern@dla.mil>; Elliott, Randolph A Jr CIV (US)

<Randolph.Elliott@dla.mil>

Subject: Union Rep, (b) (6)

Drew,

Twice in the last 2 weeks, Union rep, (b) (6), has submitted an Appendix A form to his supervisor, (b) (6), for official time for a representational function. Twice denied. Both times the supervisor said that he had to go see (b) (6) first. I am sure that a few months ago, I specifically heard (b) (6) say that no one's A-forms in the EDC will be denied. Also, here we have again the change in the process of going to the manager for approval.

Can someone please explain this to me? Thanks!

V/r,

Randy

Randolph Elliott

AFGE Local 2004

Chief Steward

(717)-770-6162 office

(b) (6)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Sent: Tuesday, September 06, 2016 7:52 AM
To: Beers, Jeremiah C CIV (US); Drust, Jesse A CIV DLA DISTRIBUTION (US); Anderson, Ricky CIV (US); Shaffer, Raymond S CIV (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US); Darrah, Daniel E CIV (US); Taylor, Brian K CIV (US); Sutley, Eugene E CIV (US); Powley, Jason C CIV DLA DISTRIBUTION (US)
Cc: Cammack, James C Sr CIV (US); Evans, Lester L CIV (US); Finn, Paul L CIV DLA DISTRIBUTION (US); Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US); Gleason, Patrick E CIV DLA DISTRIBUTION (US); Mantz, Shane L CIV DLA DISTRIBUTION (US); Maurice, Donald A CIV (US); Miller, Brandi L CIV DLA TROOP SUPPORT (US); Mitchell, Kevin A CIV (US); Nixon, Stephanie L CIV (US); Northrup, John D CIV (US); Smith, Paul J CIV (US); Thomas, George D CIV DLA DISTRIBUTION (US)
Subject: FW: Mandatory WPM Online Training Certificates - Suspense - 22 September
Attachments: WPMEXPIRED.XLSX; WPM 2016 Ver 1.pdf
Importance: High

Team,
Please ensure your employees complete this required training the suspense is September 22, 2016.

V/r
Drew

-----Original Message-----

From: Turnage, Dennis L CIV (US)
Sent: Tuesday, September 06, 2016 7:37 AM
To: Wood, David W CIV (US) <David.Wood@dla.mil>; Freeman, Jacob H LTC USARMY DLA DISTRIBUTION (US) <jacob.freeman@dla.mil>; Urey, Ronda G CIV DLA DISTRIBUTION (US) <Ronda.Urey@dla.mil>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>
Cc: Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Watson, Michael D CIV DLA (US) <Michael.Watson@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Holmes, Jesse B MAJ USARMY DLA DISTRIBUTION (US) <Jesse.Holmes@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Vasiloff, George M Jr CIV DLA DISTRIBUTION (US) <George.Vasiloff@dla.mil>; Barnes, Brent E CIV DLA DISTRIBUTION (US) <Brent.Barnes@dla.mil>; Wilhide, Gregory S CIV DLA DISTRIBUTION (US) <Gregory.Wilhide@dla.mil>; Vasiloff, George M Jr CIV DLA DISTRIBUTION (US) <George.Vasiloff@dla.mil>
Subject: RE: Mandatory WPM Online Training Certificates - Suspense - 22 September

Team-

In preparation of our upcoming DLA Distribution WPM Audit (Nov 14 - 18), attached is an updated list of our employees whose Wood Packaging Material (WPM) Online Training Certificates have expired. If the training requirement does not show-up in their LMS accounts, have them go to the attached process manual. There is a link to access the training website on page 1 dash 8 (1-8) in the process manual. Clicking on the link will allow employees access to the training course. Have your POCs send Greg Wilhide copies of employees' training certificates of completion. This training is an essential part of being prepared and ready for the DLA's WPM audit. Shortly, we will be publishing lists with employees training expiring in Sept and Oct. Starting next Thursday, there will be a weekly update on our progress during the DCS brief.

If your POCs have questions pertaining to the training, have them contact Greg Wilhide.

Thanks,

Dennis

EMPLOYEE NEEDING CERTIFICATE	SUPERVISOR	
(b) (6)		

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, October 27, 2016 9:17 AM
To: Shaffer, Ty B LT USN DLA DISTRIBUTION (US); Northrup, John D CIV (US); Finn, Paul L CIV DLA DISTRIBUTION (US); Metcalf, Wendy L CIV (US)
Cc: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US)
Subject: RE: EDC FMS
Attachments: RE: FMS Hi-Pri's

Ty,

It was my understanding that all FMS would be dropped in Cycle 2, one drop per day, per the attached email traffic.

Wendy/ John,

Did I misinterpret the communication on this?

If so, can we please get all FMS Hi Pri in Cycle 2, or alternatively drop in its own cycle for KB shift if that is going to be the direction to drop later in the day as well?

It was never my intent to make KB shift sort through all tickets to locate the FMS Hi-Pri, so I apologize if that got misconstrued.

Thanks,
Shane

-----Original Message-----

From: Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Sent: Wednesday, October 26, 2016 5:46 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>
Subject: Fw: EDC FMS

Gents,

Currently the FMS are dropping in Cycle 2 for KA/KD. For KB shift, we have to sort thru Cycle 3, 4 and 5 for our FMS Hi Pri. Is there any way we could get a dedicated FMS KB cycle?

V/r,

LT Ty Shaffer

From: Northrup, John D CIV (US)
Sent: Wednesday, October 26, 2016 9:15 AM
To: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US); Poffenberger, Tammy L CIV DLA DISTRIBUTION (US); Wood, David W CIV (US); Watt, Michael R CIV DLA DISTRIBUTION (US); Leader, Kevin D CIV (US); Finn, Paul L CIV DLA DISTRIBUTION (US); Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US); Mantz, Shane L CIV DLA DISTRIBUTION (US); Potts, Jenny R CIV DLA DISTRIBUTION (US); Austin, Eileen M CIV DLA DISTRIBUTION (US); Gleason, Patrick E CIV DLA DISTRIBUTION (US); Evans, Lester L CIV (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Hillman, George E Jr CIV DLA DISTRIBUTION (US)
Subject: RE: EDC FMS

Tammy,

Thanks for the detailed research and analysis. We'll stand down on the request and continue the current painful process. When we transition all FMS packing/shipping responsibilities to the EDC, this problem will go away.

My folks were hoping for a short-term solution to reduce the manual intervention.

Thanks again.

John

-----Original Message-----

From: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US)
Sent: Wednesday, October 26, 2016 9:12 AM
To: Northrup, John D CIV (US) <John.Northrup@dla.mil>
Subject: FW: EDC FMS

Very Respectfully,

Kyle Combs
LTJG, SC, USN
DLA Eastern Distribution Center Operations Officer
Office: 717-770-5815

"Whether you think you can or you think you can't, you're right." -Henry Ford

-----Original Message-----

From: Poffenberger, Tammy L CIV DLA DISTRIBUTION (US)
Sent: Wednesday, October 26, 2016 8:58 AM
To: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>
Subject: RE: EDC FMS

Kyle,

Had a discussion with Kevin this morning as to what criteria defines an FMS 'High Pri'. Apparently, IPG has nothing to do with it. It is based on DOC ID, RDD, PROJ CD, the 11th position of the DOC # and excluding IQ.

Based on this amount of criteria there is no DSS change that is going to help you to identify them prior to pick. DSS logic would need to be completely rewritten and I don't believe that is going to happen. Also, possibly a DSS change so that ECS could identify the IPG to route to the chute, but again, this would strictly be based on the IPG assigned to the ticket - not the criteria above. This truly is a manual process.

I have reviewed what Kevin is sending each morning and it doesn't appear to be a hardship to pull a few tickets out of cycle 2 and apply the sticker. There isn't that many per warehouse. Once sticker is applied - have them picked - staged and moved to 53. Unless I'm missing something this shouldn't be that big of an issue. I couldn't write a cost benefit analysis that would support the change as it's not enough volume of work.

If a systems change was entertained - it would take a while for that to happen and I'm not sure the criteria wouldn't change before it could be implemented. This would be an issue where time/resources/programming done only to have it change in the blink of an eye.

If you would like to discuss further or have a different approach to the problem, please contact me. I am open to your suggestions.

v/r

Tammy Poffenberger
Lead Systems Analyst
DLA Distribution Susquehanna PA
717-770-6552

-----Original Message-----

From: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US)
Sent: Monday, October 24, 2016 3:22 PM
To: Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>
Subject: FW: EDC FMS

Tammy,

For our meet tomorrow.

I think this email string tells the story of the current process and the proposed system change necessary to gain efficiency.

Very Respectfully,

Kyle Combs
LTJG, SC, USN
DLA Eastern Distribution Center Operations Officer
Office: 717-770-5815

"Whether you think you can or you think you can't, you're right." -Henry Ford

-----Original Message-----

From: Henry, Corry K CIV DLA INFO OPERATIONS (US) [mailto:Corry.Henry@dla.mil]

Sent: Monday, October 17, 2016 10:00 AM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Hand, Bryon A CIV DLA INFO OPERATIONS (US) <Bryon.Hand@dla.mil>; PROKOPCHAK, STEVEN J (Steve) CIV DLA INFO OPERATIONS (US) <Steven.Prokopchak@dla.mil>; Kaprocki, James R CIV DLA INFO OPERATIONS (US) <James.Kaprocki@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>

Subject: RE: EDC FMS

Currently ECS does not receive priority information for FMS packages. This is something we could probably do, but there would need to be DSS changes involved as well. I spoke with Jim Kaprocki (copied on this email) regarding this and the data is available in DSS, it's just not something included in the message that is passed down to ECS at this time.

If this is something you want to pursue, you would have to contact your DSS POC and put in an request for change (RFC) so we can add it to the SMM that ECS receives from DSS.

Corry

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)

Sent: Monday, October 17, 2016 9:43 AM

To: Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Henry, Corry K CIV DLA INFO OPERATIONS (US) <Corry.Henry@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Hand, Bryon A CIV DLA INFO OPERATIONS (US) <Bryon.Hand@dla.mil>; PROKOPCHAK, STEVEN J (Steve) CIV DLA INFO OPERATIONS (US) <Steven.Prokopchak@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>

Subject: RE: EDC FMS

Corry,

Can ECS distinguish between IPG 1/2 and IPG 3, so that the FMS Hi-Pri's can go to a different chute?

We're being asked to continue the manual stickering process of sifting through thousands of tickets to still sticker the Hi Pri's based on the generated email, and I'd like to not rely on that manual process that is prone to human error.

Attached is the auto-generated list of Hi-Pri FMS, so there has to be existing flags to identify it.

Just wondering if we can run this to ground and utilize this information to do the sorting for us vs. Storage having to manually sort, find, and sticker, and then PAC-OUT needing to manually identify the sticker and sort.

Thanks,
Shane

-----Original Message-----

From: Austin, Eileen M CIV DLA DISTRIBUTION (US)

Sent: Wednesday, October 12, 2016 12:33 PM

To: Henry, Corry K CIV DLA INFO OPERATIONS (US) <Corry.Henry@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Hand, Bryon A CIV DLA INFO OPERATIONS (US) <Bryon.Hand@dla.mil>; PROKOPCHAK, STEVEN J (Steve) CIV DLA INFO OPERATIONS (US) <Steven.Prokopchak@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>

Subject: RE: EDC FMS

No that was fixed the other week.

-----Original Message-----

From: Henry, Corry K CIV DLA INFO OPERATIONS (US) [mailto:Corry.Henry@dla.mil]

Sent: Wednesday, October 12, 2016 12:29 PM

To: Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Hand, Bryon A CIV DLA INFO OPERATIONS (US) <Bryon.Hand@dla.mil>; PROKOPCHAK, STEVEN J (Steve) CIV DLA INFO OPERATIONS (US) <Steven.Prokopchak@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>

Subject: RE: EDC FMS

Eileen,

I wasn't aware of any problems with FMS items dropping in the KCCP chutes. Is that still ongoing?

In regards to Towline, we had some server issues on Friday and Tuesday and are looking into whether or not that had to do with the build/FMS changes for towline, or if it's something unrelated with the server. We pulled the FMS Towline build to monitor the problems with the server and Bet Dacheux has a ticket in with the server team to look into some problems we had noticed while I was in operations looking into the crashes. Once, we get a resolution or explanation from the server team, we'll put the FMS build back in and keep an eye on that.

Corry

-----Original Message-----

From: Austin, Eileen M CIV DLA DISTRIBUTION (US)

Sent: Wednesday, October 12, 2016 11:51 AM

To: Henry, Corry K CIV DLA INFO OPERATIONS (US) <Corry.Henry@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Hand, Bryon A CIV DLA INFO OPERATIONS (US) <Bryon.Hand@dla.mil>; PROKOPCHAK, STEVEN J (Steve) CIV DLA INFO OPERATIONS (US) <Steven.Prokopchak@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>
Subject: RE: EDC FMS

Hey Corry,

I wasn't in yesterday but I did hear of an issue, I'm not sure if you know or not so I figured I would let you know. The issue we had with the chutes dropping the FMS material in KCCP chutes, well we are having that same issue with the cart line. FMS material is going to spur 206, we are overriding it so that it makes it to spur 42.

-----Original Message-----

From: Henry, Corry K CIV DLA INFO OPERATIONS (US) [mailto:Corry.Henry@dla.mil]
Sent: Thursday, October 06, 2016 12:34 PM
To: Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Hand, Bryon A CIV DLA INFO OPERATIONS (US) <Bryon.Hand@dla.mil>; PROKOPCHAK, STEVEN J (Steve) CIV DLA INFO OPERATIONS (US) <Steven.Prokopchak@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>
Subject: RE: EDC FMS

Eileen,

I've been testing it locally, so I haven't tried it out in the warehouse yet, however what I have been able to test, has been going well. Towline is pretty unique and is something we can't test fully from our testing environment. I can put a build together and have Bet start it up at her earliest convenience. We'll be able to get log information and fix whatever issues we run into from there. I do not expect there to be any major problems.

Also, I will be off work until 12 October. I have added Bryon Hand and Steve Prokopchak to the email. Bryon will be in Friday and Steve will be in Tuesday and will be able to assist with any ECS problems we run into.

Corry

-----Original Message-----

From: Austin, Eileen M CIV DLA DISTRIBUTION (US)
Sent: Thursday, October 06, 2016 10:48 AM
To: Henry, Corry K CIV DLA INFO OPERATIONS (US) <Corry.Henry@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>
Subject: RE: EDC FMS

Hi Corry,

I was just wondering how the test went for spur 42?

-----Original Message-----

From: Henry, Corry K CIV DLA INFO OPERATIONS (US) [mailto:Corry.Henry@dla.mil]

Sent: Wednesday, October 05, 2016 9:11 AM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>

Subject: RE: EDC FMS

FMS for the sorter should be good to go.

Towline is not yet automatically redirecting FMS carts to S042. I believe we have a solution in place, but we need to test it.

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)

Sent: Wednesday, October 05, 2016 8:58 AM

To: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Henry, Corry K CIV DLA INFO OPERATIONS (US) <Corry.Henry@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>

Subject: RE: EDC FMS

Update:

Eileen and Lester worked together on the Spur Card updates - Storage has provided input and validated their accuracy.

Next step will be to train employees on the new process of routing FMS. ECD: 10/8.

Storage will be ready to change over on Monday 10/10 if other parts of the process are ready.

Thanks,
Shane

-----Original Message-----

From: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US)

Sent: Wednesday, October 05, 2016 7:40 AM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Henry, Corry K CIV DLA INFO OPERATIONS (US) <Corry.Henry@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>

Subject: FW: EDC FMS

ALCON,

With our soft start date of a 11 October approaching I wanted to follow up on our minor but various taskers still open.

Fran:

Did we establish the Loop 9 Spur you want all towline FMS directed to?

Did we give Transportation direction on times/dates and pickup door for FMS?

FMS lane designated in Outloading?

Personnel assigned to work Sorter?

FOP:

Have we begun to discuss the new routing plan with the FOPs?

Shane:

Have you rolled out training for the FMS routing changes to your team?

Michelle:

Do you need anything from the EDC team that I didn't address?

Corry:

Are there any ECS concerns we have overlooked?

Please reply all. Let's use this email chain to tie off any loose ends.

Thanks.

Very Respectfully,

Kyle Combs

LTJG, SC, USN

DLA Eastern Distribution Center Operations Officer Kyle.combs@DLA.mil

Office: 717-770-5815

"Whether you think you can or you think you can't, you're right." -Henry Ford

-----Original Message-----

From: Watt, Michael R CIV DLA DISTRIBUTION (US)

Sent: Thursday, September 29, 2016 6:47 AM

To: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Gilmore, Roshonda F CPT USARMY DLA LOGISTICS OPERATIONS (US) <roshonda.gilmore@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>

Cc: Wood, David W CIV (US) <David.Wood@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Barnes, Brent E CIV DLA DISTRIBUTION (US) <Brent.Barnes@dla.mil>; Freeman, Jacob H LTC USARMY DLA DISTRIBUTION (US) <jacob.freeman@dla.mil>
Subject: RE: EDC FMS

Good news.

Please let us know where the new Hi Pri pick up will be once determined and operational.

We need to ensure this does not negatively impact the Hi Pri metric that we have finally been able to meet and sustain below the 3 day goal. I am not stating it will, but we need to ensure placing the malt on chutes does not delay the movement of FMS to 53-1 for processing until the ReOrg when you have personal.

At any time, the offer has been and is still there for training (Especially Non bargaining Supv) to come out to FMS, watch, observe and work with Tom and Jim for training so when EDC FMS opens up, you are ready to operate and understand the entire process. Not complicated mind you, but unique in several ways.

v/r

Mike Watt
Bulk Division Chief
DLA Distribution Susquehanna
(w) 717-770-4779
(c) 717-856-2107

-----Original Message-----

From: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US)
Sent: Wednesday, September 28, 2016 4:03 PM
To: Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; McClure, Michelle L CIV (US) <Michelle.McClure@dla.mil>; Flynn, Bryan C CIV DLA DISTRIBUTION (US) <Bryan.Flynn@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Henry, Corry K CIV DLA INFO OPERATIONS (US) <Corry.Henry@dla.mil>; Gilmore, Roshonda F CPT USARMY DLA LOGISTICS OPERATIONS (US) <roshonda.gilmore@dla.mil>; Sablan, Darren A LT USN DLA DISTRIBUTION (US) <Darren.Sablan@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Thomas, George D CIV DLA DISTRIBUTION (US) <george.thomas@dla.mil>; PROKOPCHAK, STEVEN J (Steve) CIV DLA INFO OPERATIONS (US) <Steven.Prokopchak@dla.mil>
Cc: Wood, David W CIV (US) <David.Wood@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Barnes, Brent E CIV DLA DISTRIBUTION (US) <Brent.Barnes@dla.mil>; Freeman, Jacob H LTC USARMY DLA DISTRIBUTION (US) <jacob.freeman@dla.mil>
Subject: EDC FMS

ALCON,

After serious coordination with various 'J types' the EDC is finally prepared to route FMS via automated towline and conveyor.

What does this mean to each of you?

Instead of filling triwalls in multiple pick environments through the EDC, simply place the FMS package on the tote conveyor or the towline and the automated system will direct the material to the appropriate pack station.

Where will the FMS go now?

The CCP Sorter will now collect the toteable FMS at chutes 237-255. The packages will be consolidated into triwalls and moved to Outloading for daily shuttle to building 53 (current FMS operation area). The topline material, that does not route to the Sorter, will go directly to the designated Outloading lane.

Expected improvements?

- Reduction in 'pile management'. All FMS will have one designated location (there were 6 in the previous setup).
- Increased pick rate. MHs will no longer leave their crane to walk FMS to the designated triwall, they will use the tote conveyor in their aisle without ever getting off the MHE.
- It will be easier to locate Hi-pri FMS. We will designate a separate triwall at the Sorter for the Hi-pri FMS.
- More efficient movement of FMS to building 53. The EDC will schedule a daily shuttle to ensure all FMS that gets picked today ships today.
- This change will streamline the process and make for a simpler transition to the eventuality of the EDC working its own FMS internally (after the reorg).

We have some training and minor tweaks ahead of us but plan implementation of this process by Mid-October.

Thank you to everyone involved.

Very Respectfully,

Kyle Combs
LTJG, SC, USN
DLA Eastern Distribution Center Operations Officer Kyle.combs@DLA.mil
Office: 717-770-5815

"Whether you think you can or you think you can't, you're right." -Henry Ford

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Northrup, John D CIV (US)
Sent: Friday, October 21, 2016 4:19 PM
To: Metcalf, Wendy L CIV DLA DISTRIBUTION (US); Watt, Michael R CIV DLA DISTRIBUTION (US); Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US); Wood, David W CIV (US); Bogardus, William A CIV (US)
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US); Hillman, George E Jr CIV DLA DISTRIBUTION (US); Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US); Potts, Jenny R CIV DLA DISTRIBUTION (US); Evans, Lester L CIV (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US); Cammack, James C Sr CIV (US); Gleason, Patrick E CIV DLA DISTRIBUTION (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Austin, Eileen M CIV DLA DISTRIBUTION (US); Campbell, Thomas II CIV DLA DISTRIBUTION (US); Poffenberger, Tammy L CIV DLA DISTRIBUTION (US); Murray, Brian C LCDR USN DLA DISTRIBUTION (US); Hahn, Gregory C CIV DLA DISTRIBUTION (US); Trefren, Willard E LT USN (US); Foster, William F IV CIV DLA DISTRIBUTION (US); Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US); Mantz, Shane L CIV DLA DISTRIBUTION (US); Mullen, Brian E CIV (US); Reed, Justin D CIV (US); Watters, Gary W CIV DLA DISTRIBUTION (US); Lacey, Theodore E CIV DLA DISTRIBUTION (US)
Subject: RE: FMS Hi-Pri's

Wendy - please just drop once per day for the EDC.

Than you,
John

-----Original Message-----

From: Metcalf, Wendy L CIV DLA DISTRIBUTION (US)
Sent: Thursday, October 20, 2016 1:46 PM
To: Northrup, John D CIV (US) <John.Northrup@dla.mil>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>; Bogardus, William A CIV (US) <William.Bogardus@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>; Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Hahn, Gregory C CIV DLA DISTRIBUTION (US) <Gregory.Hahn@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Foster, William F IV CIV DLA DISTRIBUTION (US) <William.F.Foster@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Watters, Gary W CIV DLA DISTRIBUTION (US) <Gary.Watters@dla.mil>; Lacey, Theodore E CIV DLA DISTRIBUTION (US) <Theodore.Lacey@dla.mil>
Subject: RE: FMS Hi-Pri's
Importance: High

John/Mike,

Starting tomorrow FMS will come out in cycle 2 alone. Question....are we not to drop them anymore during the day, just cycle 2 every day?? Right now we have them be released in every cycle.

Wendy

-----Original Message-----

From: Northrup, John D CIV (US)

Sent: Thursday, October 20, 2016 8:33 AM

To: Metcalf, Wendy L CIV DLA DISTRIBUTION (US) <Wendy.Metcalf@dla.mil>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>; Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Hahn, Gregory C CIV DLA DISTRIBUTION (US) <Gregory.Hahn@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Foster, William F IV CIV DLA DISTRIBUTION (US) <William.F.Foster@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Watters, Gary W CIV DLA DISTRIBUTION (US) <Gary.Watters@dla.mil>; Lacey, Theodore E CIV DLA DISTRIBUTION (US) <Theodore.Lacey@dla.mil>

Subject: RE: FMS Hi-Pri's

Concur - thank you Wendy.

Paul and Shane please ensure we communicate with all our ticket collectors...

Thanks,
John

-----Original Message-----

From: Metcalf, Wendy L CIV DLA DISTRIBUTION (US)

Sent: Thursday, October 20, 2016 8:31 AM

To: Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>; Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Hahn, Gregory C CIV DLA DISTRIBUTION (US) <Gregory.Hahn@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Foster, William F IV CIV DLA DISTRIBUTION (US) <William.F.Foster@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US)

<Shane.Mantz@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Watters, Gary W CIV DLA DISTRIBUTION (US) <Gary.Watters@dla.mil>; Lacey, Theodore E CIV DLA DISTRIBUTION (US) <Theodore.Lacey@dla.mil>
Subject: RE: FMS Hi-Pri's

OK, cycle 2 by themselves, everyone ok with this, we can start tomorrow.

-----Original Message-----

From: Watt, Michael R CIV DLA DISTRIBUTION (US) [mailto:Michael.Watt@dla.mil]
Sent: Thursday, October 20, 2016 8:30 AM
To: Metcalf, Wendy L CIV DLA DISTRIBUTION (US) <Wendy.Metcalf@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>; Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Hahn, Gregory C CIV DLA DISTRIBUTION (US) <Gregory.Hahn@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Foster, William F IV CIV DLA DISTRIBUTION (US) <William.F.Foster@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>; Watters, Gary W CIV DLA DISTRIBUTION (US) <Gary.Watters@dla.mil>; Lacey, Theodore E CIV DLA DISTRIBUTION (US) <Theodore.Lacey@dla.mil>
Subject: RE: FMS Hi-Pri's

I would prefer FMS on their own please, and ok with the concept

-----Original Message-----

From: Metcalf, Wendy L CIV DLA DISTRIBUTION (US)
Sent: Thursday, October 20, 2016 8:28 AM
To: Northrup, John D CIV (US) <John.Northrup@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>; Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Foster, William F IV CIV DLA DISTRIBUTION (US) <William.F.Foster@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>
Subject: RE: FMS Hi-Pri's

We can put them in cycle 2 with the rewarehousing, they will print first, or we can add rewarehousing to cycle 1 and FMS in cycle 2 alone.

-----Original Message-----

From: Northrup, John D CIV (US)

Sent: Thursday, October 20, 2016 8:13 AM

To: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>; Metcalf, Wendy L CIV DLA DISTRIBUTION (US) <Wendy.Metcalf@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>; Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Foster, William F IV CIV DLA DISTRIBUTION (US) <William.F.Foster@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>
Subject: RE: FMS Hi-Pri's

David,

Until the realignment - I think we have to drop FMS in its own cycle again (Cycle 1?) - can you please talk with Wendy about this. It will make the manual sorting a little less arduous .

Thanks for the help.

John

-----Original Message-----

From: Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US)

Sent: Wednesday, October 19, 2016 3:55 PM

To: Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Austin, Eileen M CIV DLA DISTRIBUTION (US) <Eileen.Austin@dla.mil>; Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>; Poffenberger, Tammy L CIV DLA DISTRIBUTION (US) <tammy.poffenberger@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Trefren, Willard E LT USN (US) <Willard.Trefren@dla.mil>; Foster, William F IV CIV DLA DISTRIBUTION (US) <William.F.Foster@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Mullen, Brian E CIV (US) <Brian.Mullen@dla.mil>; Reed, Justin D CIV (US) <Justin.Reed@dla.mil>
Subject: FMS Hi-Pri's

Mr. Watt/Mr. Northrup,

When we first designed the plan to route all FMS through existing EDC automation down to the CCP Sorter and Spur 42 we expected that one of the gained efficiencies would be the Storage Branch would no longer have to segregate FMS Hi-Pri's on the front end. A reasonable expectation considering that the priority of FMS is labeled on the ticket (1,2,3,S) and we could segregate those tickets when they arrived at the appropriate Sorter/Spur.

Well, it turns out that the list that Kevin Leader sends to the Storage Branch every morning, identifying the FMS Hi-Pri's, is actually a mix of 1's, 2's, 3's, and S's. So it doesn't do us a lot of good to separate the 1's, 2's, 3's, and S's on the back end when we are blind to which of them may be the actual Hi-Pri.

It is evident that a DSS change will be necessary to properly identify these Hi-Pri's going forward and that an email from a DMD rep every day is not an effective or repeatable solution for this process. I do agree with Shane that dropping these in their own cycle makes a lot of sense as well, but once again, that won't happen until DSS can properly identify the material as an FMS Hi-Pri before the cycle drops.

The way forward; until the DSS change is effectively communicating to ECS and identifying (and ultimately routing) the FMS Hi-Pri's to a designated Sorter Chute/Spur, the Storage Branch will continue to identify the Hi-Pri's on the front of the process and visually mark the ticket with an FMS sticker (see attached). Once the FMS Hi-Pri arrives at the Sorter/Spur it will be segregated into its own tri-wall, alleviating FMS WL's from any sorting.

Thank you, gentlemen.

BT

Mr. Wood,

Please let me know what your DSS team needs from us to get the ball rolling on the RFC for the DSS changes discussed above.

The change request may be small, but as you can see from recent email traffic its importance is increasingly urgent. Thank you, Sir.

Very Respectfully,

Kyle Combs
LTJG, SC, USN
DLA Eastern Distribution Center Operations Officer
Office: 717-770-5815

"Whether you think you can or you think you can't, you're right." -Henry Ford

-----Original Message-----

From: Watt, Michael R CIV DLA DISTRIBUTION (US) [mailto:Michael.Watt@dla.mil]

Sent: Wednesday, October 19, 2016 9:53 AM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>

Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US)

<JENNY.POTTS@DLA.MIL>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: FMS Hi Pri's

I suggest and believe when the FMS teams, work leaders or Supply Tech's go up to the EDC to find the materiel we request and have Eileen or LT Combs go with us to see what we are doing and see why it is taking us four (4) hrs or half the day to find the HiPri's that are not segregated, we cannot afford to send the WL up there daily for 20 hrs a week to find the Hi Pri's. So any assistance and help is appreciated.

v/r
Mike W

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 18, 2016 3:41 PM
To: Northrup, John D CIV (US) <John.Northrup@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: FMS Hi Pri's

All,

Storage also may have a gap in ensuring that we're still prioritizing the FMS Hi-Pri's above the rest of the work. I know in Bin 24 today, there was over 240 tickets worth of work, and it's doubtful we properly prioritized the FMS Hi Pri to get to that ticket.

If we are to continue sorting through all the tickets to pull out the Hi Pri's and prioritize them to get done when these heavier workload conditions exist, we may need to look at developing the capability to drop just the Hi-Pri's in a separate cycle, if feasible.

If the command direction is that FMS takes precedent over all other workload, we can execute that way. We also don't prioritize regular Hi Pri over Routines currently, with the way we're dropping the work, so this is a challenge across the board with Hi Pri's.

I just sent out a reminder to my team that the changes last week did not remove the ownership of ensuring all the orders got picked - just that we didn't have to manually sort afterwards.

Thanks,
Shane

-----Original Message-----

From: Northrup, John D CIV (US)
Sent: Tuesday, October 18, 2016 3:34 PM

To: Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Potts, Jenny R CIV DLA DISTRIBUTION (US) <JENNY.POTTS@DLA.MIL>; Watt, Michael R CIV DLA DISTRIBUTION (US) <Michael.Watt@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Gleason, Patrick E CIV DLA DISTRIBUTION (US) <Patrick.Gleason@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: RE: FMS Hi Pri's

George and Bulk Team,

I'm learning things may not be working as expected within the EDC. LT Combs has been working this today and will send out an update to everyone tomorrow morning. I apologize for the time being spent by your folks in here searching for this stuff - we'll get it corrected.

Thanks,
John

-----Original Message-----

From: Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) [mailto:Francis.Flynn@dla.mil]
Sent: Tuesday, October 18, 2016 2:37 PM
To: Northrup, John D CIV (US) <John.Northrup@dla.mil>
Subject: FW: FMS Hi Pri's

FYSA

Fran Flynn
EDC PACOUT
717-770-4925

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, October 17, 2016 3:08 PM
To: Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>
Cc: Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>
Subject: RE: FMS Hi Pri's

Per the ECS change last week, Storage isn't sorting - PAC-OUT should be sorting at the chute/ Spur.

Cc'ing Fran...

-----Original Message-----

From: Hillman, George E Jr CIV DLA DISTRIBUTION (US)
Sent: Monday, October 17, 2016 2:18 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>

Cc: Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>

Subject: FW: FMS Hi Pri's

Can you guys tell us how you will be sorting the FMS Hi-Pri's? My employees are spending the better part of the day (4 hours) in the EDC looking for all the Hi-Pri's, and only finding 4 out of 30 something today. The metric will suffer drastically if they are not segregated as they were before last Tuesday. Please advise, we need this to work for all.

George Hillman
Branch Chief
Special Commodities
DLA /DDSP
Office - (717) 770-6072

-----Original Message-----

From: Campbell, Thomas II CIV DLA DISTRIBUTION (US)

Sent: Monday, October 17, 2016 7:49 AM

To: Hillman, George E Jr CIV DLA DISTRIBUTION (US) <George.Hillman@dla.mil>; Vinette, Rene R CIV DLA LOGISTICS OPERATIONS (US) <Rene.Vinette@dla.mil>; Orris, Vicki L CIV (US) <Vicki.Orris@dla.mil>

Cc: Campbell, Thomas II CIV DLA DISTRIBUTION (US) <Thomas.Campbell2@dla.mil>

Subject: FMS Hi Pri's

Last week none of the Hi Pri's were segregated. We had to wait on shuttles from the EDC and dig them out of tri walls as we inchecked them. I got with Ms. Austin last week. This week I will be contacting Fran, don't know his last name he's the GS-11 up there. Hopefully we can this this straightened out this week.

Tom Campbell
Supervisory Supply Tech WS-06
Special Commodities/KM/1st Shift
FMS BLDG 53-1
717-770-3069
Thomas.campbell2@dla.mil
UNITED STATES NAVY RETIRED (FMF)

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, October 24, 2016 11:45 AM
To: Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US); Sterbutzel, Robert P CIV DLA DISTRIBUTION (US)
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US)
Subject: (b) (6)
Attachments: Award Nomination-(b) (6); RE: commendation

Hi Rob,

I'll ask him when he comes in tonight for his size.

Also, here's a short write up I had LT Shaffer put together on the situation - if you need more detail (It's a little skinny), just let me know.

Also including email traffic from (b) (6), which has a little more personal detail if needed.

Thanks,
Shane

-----Original Message-----

From: Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US)
Sent: Monday, October 24, 2016 10:38 AM
To: Sterbutzel, Robert P CIV DLA DISTRIBUTION (US) <Robert.Sterbutzel@dla.mil>
Cc: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>
Subject: RE: Supervisor (b) (6)

Rob,
Believe that (b) (6) is Shane's Sup.

CCd Shane on this one.

Fran

Fran Flynn
EDC PACOUT
717-770-4925

-----Original Message-----

From: Sterbutzel, Robert P CIV DLA DISTRIBUTION (US)
Sent: Monday, October 24, 2016 10:37 AM
To: Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>
Subject: Supervisor (b) (6)

Fran,

Is (b) (6) one of yours ??? If so what size sweat top do you think he would wear ??? The CDR wants to present him with a sweat top and a letter of thanks for his actions on the 5th of OCT when he ensured that (b) (6) was (b) (6) .

Thanks Rob

Robert P. Sterbutzel
Secretary Command Staff
DLA Distribution Susquehanna, Pennsylvania (DDSP)
2001 Mission Drive
(Bldg# 2001, Room 245)
New Cumberland, PA 17070
Com:(717)770-5579
DSN: 771-5579
Gov Cell: (717)903-6508
robert.sterbutzel@dla.mil

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Sent: Thursday, October 20, 2016 10:33 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Subject: RE: commendation
Attachments: Award Nomination- (b) (6).docx

Shane,

Attached is the write up for (b) (6). Not sure if this is the format you wanted. Hope this works.

V/r,
LT Ty Shaffer

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, October 17, 2016 10:18 AM
To: Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>
Subject: FW: commendation

Please do a EOM write up for (b) (6) for this incident and his response.

These are Due by EOW.

Thanks.

-----Original Message-----

From: (b) (6) CIV (US)
Sent: Friday, October 14, 2016 9:39 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Smeltz, Lori P CIV DLA DISTRIBUTION (US) <Lori.Smeltz@dla.mil>
Subject: commendation

Shane, (b) (6)

(b) (6) if at all possible I would like to see him recognized for his actions, and if possible I would like to be the presenter

Sincerely
(b) (6)

EMPLOYEE OF THE MONTH NOMINATION WORKSHEET

MONTH: October **FISCAL YEAR** 2016

FULL NAME OF NOMINEE: (b) (6)

POSITION TITLE/SERIES/GRADE: (b) (6)

ORGANIZATIONAL LOCATION: DK/ Storage Branch, DLA
Distribution Susquehanna, PA

NAME OF NOMINATOR/PHONE #: LT Ty Shaffer, KB Storage
Manager; Ty.Shaffer@dla.mil; DLA Distribution Susquehanna, PA,
(717) 770-8904

(b) (6)

(b) (6) has been an employee at DLA Distribution Susquehanna since (b) (6). On (b) (6) distinguished himself through his actions in the handling of a medical emergency. When an employee reported (b) (6), he took immediate action. Seeing the seriousness of the situation, (b) (6) instantly contacted EMTs to arrive at the scene to further evaluate the employee. (b) (6)

(b) (6)

His actions reflect the characteristics of a true leader in taking ownership of a difficult situation. His quick action and thinking were instrumental in saving the life of one of our valued DLA employees.

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 18, 2016 10:40 AM
To: Tedesco, Daniel D (Dan) CIV DLA HUMAN RESOURCES (US); Northrup, John D CIV (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Cc: Eungard, Brad J COL USARMY DLA DISTRIBUTION (US); Naylor, Christopher T CIV DLA HUMAN RESOURCES (US)
Subject: RE: Violation of Article 29 Local Agreement
Attachments: Hardship Request Info; FW: Hardship; RE: Hardship

Gentlemen,

To support Dan's point 1 below, here's what I know.

(b) (6) (the employee's name was incorrect in (b) (6) email) submitted the request, provided court documentation over the (b) (6) and I approved the request. (b) (6) (b) (6) all have a copy of file, but none are available so hopefully (b) (6) also has a copy.

Standard process was followed - employee filled out the request, supervisor provided recommendation, forwarded to me for approval. Documentation was reviewed and hardship was granted.

At no point where there any formal meetings with the employee that required union involvement.

I also did not see anywhere in the MLA or Local Agreements where there's a 2-year waiting period to be eligible for a Hardship - does this clause exist anywhere? Because I know several employees even before their first year that were granted hardships, so not sure why Mr. Boutselis is focusing on his length of service or surprised.

This was prior to EDC Division taking over approving hardships recently, where (b) (6) now holds the decision authority.

(b) (6) case was actually the only one I can remember where actual documentation was provided to substantiate a Hardship request (b) (6) All of these other ones are being approved now by DIV with no documentation required.

There were never any meetings in this case, although we may want to invite the union for future reviews if meetings are called, as LOCNOP ART 29 2G states.

I've actually never had a meeting for any of the requests that have come across my desk, of which there are many. Are we supposed to sit down with employees on all of these? It doesn't appear that way.

Also attaching an email sent on 8/12/16 to Dan, Drew, John, and others explaining the recent approved hardship for (b) (6) and attaching the other hardships, in response to the Information request.

I welcome the opportunity to sit down and talking with (b) (6), but this appears as just one more attempt to throw stuff at the wall and see if anything will stick. This continued onslaught is verging on borderline harassment, slander, and libel.

If the false allegations and smearing of my name for political or other reasons continues, I'll be forced to defend or file a formal complaint.

V/r,

Shane

Shane L. Mantz
DLA Distribution Susquehanna (DDSP)
EDC Division
Storage Branch
Branch Chief
Phone: 717-770-8844
Email: Shane.Mantz@dla.mil

"A good leader takes a little more than his share of the blame, a little less than his share of the credit." Arnold H. Glasow

"When you put people ahead of opportunities, your opportunities increase. This is so important to remember because strong relationships sit at the foundation of practically every great organization, team, school or company." #leadership
#relationships #OtherPeopleMatter

-----Original Message-----

From: Tedesco, Daniel D (Dan) CIV DLA HUMAN RESOURCES (US)
Sent: Tuesday, October 18, 2016 9:08 AM
To: Northrup, John D CIV (US) <John.Northrup@dla.mil>; Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Eungard, Brad J COL USARMY DLA DISTRIBUTION (US) <Brad.Eungard@dla.mil>; Naylor, Christopher T CIV DLA HUMAN RESOURCES (US) <christopher.naylor@dla.mil>
Subject: FW: Violation of Article 29 Local Agreement

Sir(s),

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

Thoughts/concerns?

v/r

Dan Tedesco
Labor and Employee Relations
DLA Human Resources Services
Phone (717) 770-4696
DSN 771-4696
Fax (717) 770-5842

-----Original Message-----

From: Boutselis, Robert L CIV (US)
Sent: Tuesday, October 18, 2016 7:45 AM
To: Eungard, Brad J COL USARMY DLA DISTRIBUTION (US) <Brad.Eungard@dla.mil>; Barnes, Brent E CIV DLA DISTRIBUTION (US) <Brent.Barnes@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Tedesco, Daniel D (Dan) CIV DLA HUMAN RESOURCES (US) <daniel.tedesco@dla.mil>; Naylor, Christopher T CIV DLA HUMAN RESOURCES (US) <christopher.naylor@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Elliott, Randolph A Jr CIV (US) <Randolph.Elliott@dla.mil>; Stern, Robert L Sr CIV (US) <Robert.Stern@dla.mil>; Robinson, Laura C CIV (US) <Laura.Robinson@dla.mil>; Lehmer, Tyler D CIV (US) <Tyler.Lehmer@dla.mil>
Subject: Violation of Article 29 Local Agreement

Command,

AFGE Local 2004 stumbled upon a potential violation during routine guidance being giving to a bargaining unit member. Specifically, (b) (6) informed the Union that his tour of duty was (b) (6). This came as a surprise to me due to the fact (b) (6) has less than two years of service time. (b) (6) informed me that his shift is normally (b) (6) and a hardship was approved by Shane Mantz and it ends on (b) (6). I am requesting an Investigation Interview with Shane Mantz to determine if a violation of Article 29 Section 2G (Local Agreement) was violated.

Respectfully,

RB

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, August 12, 2016 10:22 AM
To: Tedesco, Daniel D (Dan) CIV DLA HUMAN RESOURCES (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US); Smeltz, Lori P CIV DLA DISTRIBUTION (US)
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US); Northrup, John D CIV (US); Marshall, Jodi A CIV DLA DISTRIBUTION (US)
Subject: Hardship Request Info
Attachments: doc02346320160802192951.pdf; scannedDoc.pdf; doc02051820150804213826.pdf; Scanned Document (Signed); (b) (6)

Dan/ Drew,

Here's what I've been sent for hardships with the original request from Drew with it came in.

I believe there have only been a couple since I've been here, one being (b) (6) that was denied prior to my arrival but that I sat on the ADR about. (b) (6) because he

(b) (6)

(b) (6)

(b) (6)

(b) (6)

I just recently approved one for (b) (6) - because he had (b) (6)

(b) (6) But his had an end date of (b) (6) and he wasn't requesting permanent. I don't have scanned copy of that, but Lori I believe does.

Lori - can you please provide any other documentation you have on Hardships since January 1, 2015 to Dan and Drew?

Thanks,

Shane L. Mantz
DLA Distribution Depot Susquehanna (DDSP) EDC Division Storage Branch Branch Chief
Phone: 717-770-8844
Email: Shane.Mantz@dla.mil

"When you put people ahead of opportunities, your opportunities increase. This is so important to remember because strong relationships sit at the foundation of practically every great organization, team, school or company." #leadership #relationships #OtherPeopleMatter

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 04, 2016 1:47 PM
To: Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Cc: Marshall, Jodi A CIV DLA DISTRIBUTION (US)
Subject: FW: Hardship

Another one where "temporary" is quickly turning into permanent...

-----Original Message-----

From: Cammack, James C Sr CIV (US)
Sent: Tuesday, October 04, 2016 1:33 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: RE: Hardship

Shane,

I had (b) report to my office to inquire of him as to his intent to resubmit or not, the current hardship he presently has in place. He is presently sitting in my office and his intent is to re-apply for an additional hardship of (b) He has also expressed to have his hardship made permanent.

Best regards,

James C. Cammack
Manager, Storage Branch
DLA Distribution, Susquehanna, PA New Cumberland, PA
717-770-4908

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 04, 2016 11:57 AM
To: Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Marlin, Jessie W CIV (US) <Jessie.Marlin@dla.mil>
Subject: FW: Hardship

Please verify with him - is he going to resubmit or go back?

-----Original Message-----

From: Marshall, Jodi A CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 04, 2016 7:39 AM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>

Subject: Hardship

Shane,

(b) (6) hardship ends on (b) (6). Please let me know if he is going back to his normal tour of duty (b) (6)

Thank you,

Jodi A. Marshall
Management Services Specialist
EDC Division
DLA Distribution Susquehanna, Pennsylvania
717-770-6109

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Marshall, Jodi A CIV DLA DISTRIBUTION (US)
Sent: Wednesday, October 05, 2016 7:31 AM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Subject: RE: Hardship

Shane,

Just got a copy from Jesse. I will update our records.

Jodi

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Wednesday, October 05, 2016 7:09 AM
To: Marshall, Jodi A CIV DLA DISTRIBUTION (US) <Jodi.Marshall@dla.mil>
Cc: Marlin, Jessie W CIV (US) <Jessie.Marlin@dla.mil>
Subject: FW: Hardship

Jodi,

I believe (b) (6) had 2 forms submitted, the latest one being the (b) (6) date that Jessie notes below.

Thanks,
Shane

-----Original Message-----

From: Marlin, Jessie W CIV (US)
Sent: Wednesday, October 05, 2016 6:40 AM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: RE: Hardship

According to the paperwork I have , it runs out on (b) (6)

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 04, 2016 11:57 AM
To: Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Marlin, Jessie W CIV (US) <Jessie.Marlin@dla.mil>
Subject: FW: Hardship

Please verify with him - is he going to resubmit or go back?

-----Original Message-----

From: Marshall, Jodi A CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 04, 2016 7:39 AM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Cc: Simpson, Andrew H CIV DLA DISTRIBUTION (US) <andrew.simpson@dla.mil>
Subject: Hardship

Shane,

(b) (6) hardship ends on (b) Please let me know if he is going back to his normal tour of duty (b) (6)

Thank you,

Jodi A. Marshall
Management Services Specialist
EDC Division
DLA Distribution Susquehanna, Pennsylvania
717-770-6109

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 18, 2016 6:13 AM
To: Simpson, Andrew H CIV DLA DISTRIBUTION (US); Northrup, John D CIV (US)
Cc: Tedesco, Daniel D (Dan) CIV DLA HUMAN RESOURCES (US)
Subject: Sign-In Sheets ADR Information
Attachments: Storage Example Sign In Sheets.pdf; RE: Attendance Process; 2 1 - Bargaining.ppt; Start of Shift Routine.docx

Drew/ John,

Attached is the Local Operating Procedure (LOP) I put together to explain our overall process (which we've been following for months).

Also attached are the sign in sheets that have been used over the months (since July on all day shifts, since before my arrival on KB Shift).

Also enclosing my original email in June of asking shifts to learn from one another and asking what KB shift was doing that perhaps KA/ KD could benefit from (Hence my understanding that this was a past practice, not something new or a change in working conditions, since this existed well before my time on KB Shift in Storage, as well as in East Bulk and West Bulk).

So Jesse Drust shared what KB was doing and I thought it was a great plan already in place that could be shared across the branch (Hard to believe, since the unfounded and unsubstantiated perception of me is that I don't listen to anyone).

Ultimately we have a huge gap with accountability of our folks, when they come in (all those on FMLA come and go as they please, without any way to verify when they really showed up for work during the course of the day).

We also have a lot of issues with folks leaving early, which is why I really like what KB's sign in sheet has on it.

Bottom line: this has little to know impact on our employees, is another power play for inclusion on deciding if we can pursue this action, when in reality this has been going on for years in pockets throughout DDSP.

I vented to Drew some earlier today, but if this is how Managers and Supervisors are supposed to feel "empowered" to lead the organization, if we'll continue to prove the union right by allowing them to tell employees what they have to do and what they don't, and then publicly announcing we'll stop because the Union said so - thus validating they really make the decisions and are allowed to circumvent leader decisions with no due cause - it's going to be hard to truly build a culture of Excellence, Trust, and Ownership.

It's simply true that this kind of response to union undermining of our supervisors and managers is why it's easier to do absolutely nothing and live a life of complacent mediocrity, than it is to try to improve the work culture and processes and work towards Excellence within the EDC.

"Right is right, even when everyone says it's wrong."

"Wrong is wrong, even when everyone says it's right."

Thanks,

Shane L. Mantz
DLA Distribution Susquehanna (DDSP)
EDC Division
Storage Branch
Branch Chief
Phone: 717-770-8844
Email: Shane.Mantz@dla.mil

"A good leader takes a little more than his share of the blame, a little less than his share of the credit." Arnold H. Glasow

"When you put people ahead of opportunities, your opportunities increase. This is so important to remember because strong relationships sit at the foundation of practically every great organization, team, school or company." #leadership
#relationships #OtherPeopleMatter

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Drust, Jesse A CIV (US)
Sent: Thursday, June 23, 2016 4:26 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Cc: Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Subject: RE: Attendance Process
Attachments: KB HR Combined Attendance.xlsx

Importance: High

Shane,

The process we came up with is this (very simple)...

We added two tabs to our KB Daily attendance in the K drive. It's just a simple excel sheet that is broken down by Supervisor roster (attached). We have one designated Supervisor that is responsible for putting a newly dated one in each break room when they arrive to work. If that supervisor is not here or is on leave, the other Supervisors must be aware so they can get it put out. DB has theirs and DR has theirs. At exactly 14:30 it is collected. If anybody has not signed, they are deemed late or assumed to be on leave. Then we apply the people who have not signed by taking them off of our set-up/roster for assigned rows.

It is then handed to our Admin assistant for timekeeping/EAGLE. Or, in KA/KD's case it could be scanned to every Supervisor for their personal timekeeping. About fifteen minutes before end of shift muster the original is put back out in the breakrooms for the "sign-out" process. Then collected for record. Very fast, very easy, very effective.

Honestly, it has worked wonders so far and has cut significant time off of prolonged set-up meetings due to taking attendance the way we have in the past. The only problem that would be extremely counterproductive is if there is an oversight of the sheets being placed in the breakrooms. If you walk in to the room at 14:30 or 0600 because you forgot to get it out... It will take a long time for everybody to sign at once.

Thank You,

Jesse A. Drust

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Thursday, June 23, 2016 6:59 AM
To: Drust, Jesse A CIV (US)
Cc: Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Subject: Attendance Process

Jesse,

Thanks for your insights yesterday, helping educate me.

Can you please jot down the attendance process you guys use on 2nd shift so we can establish a standard and streamline for the branch?

Thanks,

Shane L. Mantz

DLA Distribution Depot Susquehanna (DDSP) EDC Division Storage Branch Branch Chief

Phone: 717-770-8844

Email: Shane.Mantz@dla.mil

SIGN IN AND SIGN OUT SHEET

DATE: Friday, June 24th

PLEASE SIGN YOUR NAME CLEARLY

BINS		1430	2300
(b) (6)			
1 (b) (6)			
2			
3			
4			
5			
6			
(b) (6)			
1 (b) (6)			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
(b) (6)			
1 (b) (6)			
2			
3			
4			
5			
(b) (6)			
1 (b) (6)			
2			
3			
4			
5			
6			
7			
(b) (6)			
(b) (6)			

1	(b) (6)		
2			

SIGN IN AND SIGN OUT SHEET

DATE: Friday, June 24th

PLEASE SIGN YOUR NAME CLEARLY

BINS		1430	2300
1	(b) (6)		
3	(b) (6)		
4			
5			
6			
7			
8			
9			
1	(b) (6)		
1	(b) (6)	MECH	
2	(b) (6)		
3			
4			
5			
6			
7			
8			

DATE: 7-2-16

DK / AI OVERTIME ATTENDANCE / SIGN-UP

Employee Name

Signature

Start Time

End Time

Hrs Working-OT

(b) (6)

(b) (6)

6	2:30	8
6	2:30	8
6	4:30	10 (5)
6	11:00	5
6	2:30	8
5	10:00	5
6	1:430	8
6	4:30	(10) 8
6 AM	2:30	8
6 AM	4:30	10.
6 AM	4:30	10 (5)
6:00	14:30	8
6:00	16:30	10 (5)
6:20	15:30	10 (5)
6:00	16:30	10

DATE: 7-2-16

DK / AI OVERTIME ATTENDANCE / SIGN-UP

Employee Name	Signature	Start Time	End Time	Hrs Working-OT
(b) (6)	(b) (6)	6	2:30	8
		6	2:30	8
		6	4:30	10
		6	11:00	5
		6	2:30	8
		5	10:00	5
		6	1:430	8
		6 AM	4:30	10
		6 AM	2:30	8
		6 AM	4:30	10
6 AM	4:30	10		
0600	1430	8		
0600	1630	10		
0520	1530	10		
0600	1630	10		

OVERTIME

Saturday
06 August 2016

POC: Lisa Peterson X5269
Jessie Marlin X5370

NAME:	YOUR SUPERVISOR	HOURS WORKED	COMP OR O.T. ?	SIGNATURE
(b) (6)	Carbaugh	5	OT	(b) (6)
	Thomas	5	OT	
	Darrah	8	OT	
	Darrah	8	OT	
	Anderson	8	OT	
	Anderson	8	OT	
	Anderson	(5)	OT	
	Carbaugh	8	OT	
	Thomas	8	OT	
(b) (6)	Thomas	10	OT	(b) (6)
	Carbaugh	10	OT	
	Carbaugh	10		
	Thomas	8	OT	
	Thomas	5	OT	
	Thomas	5	Comp	
(b) (6)	Carbaugh	10	OT	(b) (6)
	Thomas	10	OT	
	Darrah	8	OT	
	Anderson	5	Scratched	
	Carbaugh	8	8	
	Anderson	8	10	
	Burger	8	OT	
	Thomas	5	OT	
	Lisa P	2	OT	
	SPARKER	10	OT	
(b) (6)	(b) (6)	8	OT	

100 - 2DT
3DP
12K

21/160 24/178

(b) (6)

8/12/16

DK Employee Attendance & Row Assignments

Name	DK	SIGNATURE	ASSIGNMENT
(b) (6)	DK01	(b) (6)	
	DK01		DK01 ROW 5
	DK01		
	DK01		
	DK01		DB40
	DK01		SETH ROW 25
	DK01		ROW 9
	DK01		Row 25
	DK01		DK02 17
	DK01		
(b) (6)	DK02	(b) (6)	
	DK02		DAVID HAS NEA I
	DK02		Row 6 MIKE B
	DK02		DK02, Row 13
	DK02		
	DK02		
	DK02		BANKER DK02 ROW 8
	DK02		KENNY DK02 - ROW 7
	DK02		MIKE, DK02 ROWS 10, 11, 03
	DK02		
(b) (6)	DK02	(b) (6)	
	DK02		ROW 14 DK02
	DK02		Rec-01
	DK02		S-011
	DK02		
	DK02		
	REC-1		REC-01
	SPUR		
	REC-2		REC-02
Extras / Loan Ins			Totals
5+5		Indirect	LISA AND KEVIN
7+5			
(b) (6)			

(b) (6)

18

DAVID HAS NEA DK02, 2, 3, 4 /
Row 6 MIKE BINDERS
DK02, Row 13
BANKER DK02 ROW 8
KENNY DK02 - ROW 7
MIKE, DK02 ROWS 10, 11, 03

12

WHE

1 - 1B
2 TECHS

THURSDAY, AUGUST 18, 2016

DK Employee Attendance & Row Assignments

Name	DK	SIGNATURE	ASSIGNMENT
(b) (6)	DK01	(b) (6)	
	DK01		DK04
	DK01		
	DK01		21
	DK01		DK01 TEMP
	DK01		36
	DK01		25
	DK01		19
	DK01		16, 17, 18, 25
(b) (6)	DK02	(b) (6)	DK04
	DK02		2, 3, 12 DK02 TEMP
	DK02		14, 15
	DK02		
	DK02		4
	DK02		SPUR
	DK02		8, 9
	DK02		10, 7
	DK02		10, 11, 40 DK03
	DK02		
	DK02		13
	DK02		REWAREHOUSING
	DK02		
	DK02		
(b) (6)	REC-1	(b) (6)	
	SPUR		
	REC-2		
Extras / Loan Ins			Totals
		Indirect	<u>LISA AND KEVIN</u>
Notes/SitRep			

TRAINING first

MONDAY, AUGUST 29, 2016

DK Employee Attendance & Row Assignments

DK
DK01-6
1-INDIRECT
DK02
4-
1 INDIRECT
Ø Leads

Wanda Spick

DT - 10
DP - 6
DB40 - 1
1 New
1 Old
CARRY

2 GS

- 6340 6:32 AM

Name	DK	SIGNATURE	ASSIGNMENT
(b) (6)	DK01	(b) (6)	1, 19, 23, 36
	DK01		LEAVE
	DK01		5, 9
	DK01		ROD
	DK01		DK01 TEMP
	DK01		DK04
	DK01		ROD
	DK01		21, 25
	DK01		ROD
(b) (6)	DK02	(b) (6)	DK04
	DK02		ROD
	DK02		
	DK02		
	DK02		
	DK02	(b) (6)	DK027, 18, 25, 40
	DK02		LEAVE
	DK02		
	DK02		ROD
	DK02	(b) (6)	9, 10 26(7)
(b) (6)	DK02		14, 15, 16, 17
	DK02		REC-2
	DK02		ROD
	DK02		12, 13
(b) (6)	REC-1		REC-1
	SPUR		
(b) (6)	REC-2		
Extras / Loan Ins			Totals
			Indirect
			LISA AND KEVIN
Notes/SitRep			

DT09 - Air Duct un zipped

(b) (6)

9/30/16

DK Employee Attendance & Row Assignments

Name	Row/Aisle	PICKING	PACKER
(b) (6)	DK01	(b) (6)	
	DK01		
	DK01		
	DK01		
	DK01		
	DK01		
	DK01		
	DK01		
(b) (6)	DK02	(b) (6)	
	DK02		RDO
	DK02		
	DK02		
	DK02		
	DK02		
	DK02		SPUR
	DK02		
	DK02		
	DK02		
(b) (6)	DK02	(b) (6)	
	DK02		
	DK02		
	DK02		REC-1
	DK02		REC-2
	LEAD		
(b) (6)		(b) (6)	Spr11
			Receiving 1
(b) (6)		(b) (6)	Receiving 2
Extras / Loan Ins			Totals
			Indirect
			Leads
Notes/SitRep			

8/2 19/3

FRIDAY, OCTOBER 7, 2016

DK Employee Attendance & Row Assignments				
Name	Row/Aisle	PICKING	PACKER	
(b) (6)	DK01			
	DK01			
	DK01			
	DK01	(b) (6)	DK01 26, 19	
	DK01		DK04	
	DK01		NO PACKING	
	DK01		DK01 05, 09, 23, 36	
	DK01			
	DK01		DK01 48	
(b) (6)	DK02	(b) (6)	DK02 18, 07, 06	
	DK02			
	DK02		DK02 TMP, DK02 05	
	DK02			
	DK02			
	DK02			
	DK02	(b) (6)	Spr 11	
	DK02			
	DK02	(b) (6)	Rec 1	
(b) (6)	DK02		DK02 10, 11, DK03	
	DK02	(b) (6)	DK02 12, 13, 14	
	DK02		DK02 15, 16	
	DK02		Rec 2.	
	DK02		DK02 09	
	LEAD		LEAD	
(b) (6)		(b) (6)	Spr11	
			Receiving 1	
(b) (6)		(b) (6)	Receiving 2	
Extras / Loan Ins			Totals	
			Indirect	Leads
Notes/SitRep				

THURSDAY
10-13-16

DK Employee Attendance & Row Assignments				
Name	Row/Aisle	PICKING	PACKER	
(b) (6)	DK01	(b) (6)	19, 23, 36	
	DK01		DK04	
	DK01		5, 9	
	DK01		21	
	DK01		DB40	
	DK01			
	DK01		25	
	DK01		SPUR	
	DK01		48	
(b) (6)	DK02	(b) (6)	14	
	DK02		DB	
	DK02			
	DK02			
	DK02		15, 16	
	DK02		4, 5	
	DK02		REC-2	
	DK02			
	DK02		REC-1	
(b) (6)	DK02	(b) (6)	10, 11, DK03	
	DK02			
	DK02			
	DK02		12, 17	
	DK02		REC-1	
	DK02			
	DK02			
			DK13	
	SPUR 11			
(b) (6)	REC-1	LEAVE		
(b) (6)	REC-2	LEAVE		
Extras / Loan Ins			Totals	
			Indirect	Leads
DK01				
<div style="display: flex; justify-content: space-between;"> 6/2 7/2 Notes/SitRep </div> <p style="text-align: center;">LOANED IN DROZ 31</p>				

TYLER

Name	Row/Aisle	PICKING	PACKER
(b) (6)	DK01	(b) (6)	1, 19, 23, 36
	DK01		
	DK01		
	DK01		
	DK01	(b) (6)	
	DK01		
	DK01	(b) (6)	
	DK01		09
			21
(b) (6)	DK02		
	DK02		
	DK02		
	DK02		
	DK02		
	DK02	(b) (6)	02 TEMP
	DK02		
	DK02	(b) (6)	10 AND DK03 HI-PRI
	DK02		
	DK02		
(b) (6)	DK02	(b) (6)	DOING LOCATIONS
(b) (6)	DK02		
	HEAD		
		DK0213 DENNE	Spr11
		(b) (6)	Receiving 1
(b) (6)		(b) (6)	Receiving 2 / SPUR
Extras / Loan Ins			Totals
			Indirect
			Leads
DK01 5	DK02 2	Notes/SitRep	

72EAR 81.

02TEMP

10 AND DKQ3 ^{HI-PRI}

DOING LOCATIONS

Spr11

Receiving 1

Receiving 2 / SPUR

Extras / Loan Ins

Totals

Indirect	
----------	--

Leads

Notes/SitRep

DK01
5

DK02
2

1.

WEDNESDAY, 9-21-16

DK Employee Attendance & Row Assignments

Name	Row/Aisle	PICKING	PACKER
(b) (6)	DK01	(b) (6)	1, 19, 23, 36
	DK01		DK02TEMP
	DK01		
	DK01	(b) (6)	5, 21
	DK01		01TEMP
	DK01		25, 9 OK041, 243
	DK01		
	DK01		44
(b) (6)	DK02	(b) (6)	17, 15
	DK02		OK0407
	DK02		4, 5
	DK02		6, 7
	DK02		REC-2° SPUR
	DK02		2, 3
	DK02	(b) (6)	8, 9
	DK02		13, 16
(b) (6)	DK02	(b) (6)	10, 11
	DK02		
	DK02		
	DK02		
	DK02		
	DK02		DK02 - STOWS
(b) (6)	DK02	(b) (6)	
	LEAD		
Extras / Loan Ins			Totals
			Indirect
			Leads
Notes/SitRep			
(b) (6)	18, 25, 40	OK01 - 7-1	
	OK042, 4, 6	OK02	

SAVOY

JEFF

TYLER

DALE

DALE

OK01
9/2 INDIRECT 1

OK02 12-3-3
12/3

OK02
8-2

AI/DK PRE-LOAN

DATE TO
WORK

21-Sep

NAME

1 (b) (6)

2

OK

3

4

5

6

7

8

giving 2

9

10

11

12

13

14

15

16

17

18

19

20

TUESDAY, SEPTEMBER 6, 2016

DK Employee Attendance & Row Assignments

Name	Row/Aisle	PICKING	PACKER
(b) (6)	DK01	(b) (6)	1, 23, 36
(b) (6)	DK01	(b) (6)	(b) (6)
(b) (6)	DK01	(b) (6)	Temp
(b) (6)	DK01	(b) (6)	21
(b) (6)	DK01	(b) (6)	48
(b) (6)	DK01	(b) (6)	
(b) (6)	DK01	(b) (6)	
(b) (6)	DK01	(b) (6)	19, 25
(b) (6)	DK02 GYM	(b) (6)	16
(b) (6)	DK02	(b) (6)	DK04
(b) (6)	DK02	(b) (6)	3, 7, DK02 Temp
(b) (6)	DK02	(b) (6)	10
(b) (6)	DK02	(b) (6)	
(b) (6)	DK02	(b) (6)	4, 5
(b) (6)	DK02 GYM	(b) (6)	
(b) (6)	DK02	(b) (6)	8, 9
(b) (6)	DK02	(b) (6)	
(b) (6)	DK02	(b) (6)	
(b) (6)	DK02	(b) (6)	15
(b) (6)	DK02	(b) (6)	17, 18
(b) (6)	DK02 GYM	(b) (6)	
(b) (6)		(b) (6)	Spr11
(b) (6)		(b) (6)	Receiving 1
(b) (6)		(b) (6)	
(b) (6)		(b) (6)	Receiving 2
Extras / Loan Ins			Totals
			Indirect
			Leads
Notes/SitReg			7. (b) (6)
			8.
			9.
			10.

HEATHER

DK01
INDIRECT - 1
DIRECT - 8

DK02
DIRECT - 8
INDIRECT - 2

(b) (6)

9/30/16

DK Employee Attendance & Row Assignments

Name	Row/Aisle	PICKING	PACKER
(b) (6)	DK01	(b) (6)	1, 19, 23, 36
	DK01		DK04
	DK01		5
	DK01		21
	DK01		DITTEMP
	DK01		
	DK01		25
	DK01		
(b) (6)	DK02	(b) (6)	Row 7
	DK02		RDO
	DK02		DK04
	DK02		
	DK02		DK02TEMP
	DK02		4, 12
	DK02		SPUR
	DK02		8, 9
	DK02		16, 25
	DK02		10, 11, DK03
(b) (6)	K02	(b) (6)	
	K02		13, 14
	K02		16, 18, 40
	K02		REC-1
	K02		REC-2
	EAD		
			5, 6 Spr11
			Receiving 1
			Receiving 2
			40, 44
Extras / Loan Ins			Totals
		Indirect	Leads
Notes/SitRep			
8/2 19/3			

(b) (6)

(b) (6)

(b) (6)

THURSDAY, SEPTEMBER 29, 2016

DK Employee Attendance & Row Assignments

Name	Row/Aisle	PICKING	PACKER	
(b) (6)	DK01	(b) (6)	19,23	
	DK01			
	DK01		9	
	DK01			
	DK01		DR04	(b) (6)
	DK01			
	DK01			
	DK01		SPUR	
(b) (6)	DK02	(b) (6)		(b) (6)
	DK02			
	DK02		5,2	
	DK02		2TEMP, 3,6	(b) (6)
	DK02		7	
	DK02		4	
	DK02			
	DK02		8	
(b) (6)	DK02	(b) (6)	25,40	
	DK02		DK03	
	DK02			
	DK02			
	DK02		12,16	
	DK02		RECEIV-2	
	DK02			
	LEAD			
		(b) (6)	Spr11	
		(b) (6)	Receiving 1	
(b) (6)		(b) (6)	Receiving 2	
Extras / Loan Ins			Totals	
			Indirect	Leads
Notes/SitRep				

DK01
7/2

DK02
11/2

FRIDAY, SEPTEMBER 2, 2016

DK Employee Attendance & Row Assignments

Name	Row/Aisle	PICKING	PACKER
(b) (6)	DK01	(b) (6)	1, 19, 23, 36 (b) (6)
	DK01		DK04
	DK01		Temp, 5
	DK01		R
	DK01		DB40
	DK01		9
	DK01		
	DK01		25 (b) (6)
	DK01		
(b) (6)	DK02	(b) (6)	16 (b) (6)
	DK02		
	DK02		DK027, 4 (b) (6)
	DK02		
	DK02		(b) (6)
	DK02		5, 6
	DK02		DK04
	DK02		
	DK02		(b) (6)
	DK02		
	DK02		9, 10 (b) (6)
	DK02		
	DK02		14, 15 (b) (6)
(b) (6)	DK02	(b) (6)	REL-1
	DK02		SPUR
			Spr11
(b) (6)		(b) (6)	Receiving 1
(b) (6)		(b) (6)	Receiving 2
Extras / Loan Ins			Totals
			Indirect Leads
Notes/SitRep			

5/1

5/2

5/1

5/2

X

X

EMPLOYEE'S RIGHT TO KNOW AND REDUCING MHE MISHAPS

DK/ ACTIVE ITEMS

NAME:	YOUR SUPERVISOR	DATE	SIGNATURE	SIGNATURE
(b) (6)	CARBAUGH	9-22-16		(b) (6)
	THOMAS	9-22-16		
	THOMAS	9/22/16		
	MARLIN	9-22-16		
	PETERSON	9-22-16		
	THOMAS	9/22/16		
	THOMAS	9/22/16		
	PETERSON	9/22/16		
	THOMAS			
(b) (6)	MARLIN			
	THOMAS			
	MARLIN	9-22-16		(b) (6)
	MARLIN	9-22-16		
	PETERSON	9-22-16		
	SCHIEBOLD	9-22-16		
	PETERSON	9-22-16		
(b) (6)	PETERSON			
	PETERSON	9-22-16		(b) (6)
	THOMAS	9-22-16		
	THOMAS			
	THOMAS	9-22-16		(b) (6)
	MARLIN	9/22-16		
	THOMAS	9-22-16		
	MARLIN	9/22/16		
(b) (6)	MARLIN		(b) (6)	
	MARLIN	9/22		(b) (6)

Date: 10/13/16 (Thursday)

KA SIGN IN

(b) (6)

(b) (6)

(b) (6)		
		(b) (6)

(b) (6)

(b) (6)		
		(b) (6)
		(b) (6)

KD SIGN-IN

(b) (6)

(b) (6)		(b) (6)

(b) (6)

(b) (6)		(b) (6)

9/22/16 A/I Attendance & Audit Readiness

Thomas Sign-In

(b) (6)

A large black rectangular redaction box covering the left portion of the top row.

(b) (6)

A large black rectangular redaction box covering the right portion of the top row.

DTO

Newshur

(b) (6)

A black rectangular redaction box covering the middle row.

(b) (6)

A black rectangular redaction box covering the bottom row.

9/22/16 A/i Attendance & Audit Readiness

(b) (6)



Sign-In

(b) (6)



(b) (6)



(b) (6)



(b) (6)



apw

9/22/16 Attendance A/I & Audit Readiness

Carbaugh Sing-In

(b) (6)



DB40

(b) (6)



Hole

(b) (6)



9/22/16 A/I Attendance & Audit Readiness

Peterson Sign-In

(b) (6)



SP16

(b) (6)



(b) (6)

(b) (6)

[illegible]

Peterson Sign-In

(b) (6)



(b) (6)

Sign-In

(b) (6)

10/3/2016

KA SIGN IN

(b) (6)

(b) (6)

(b) (6) Sing-In

(b) (6)



(b) (6) Sign-In

(b) (6)



(b) (6) Sign-In

(b) (6)

(b) (6) Sign-In

(b) (6)



(b) (6) Sign-In

(b) (6)

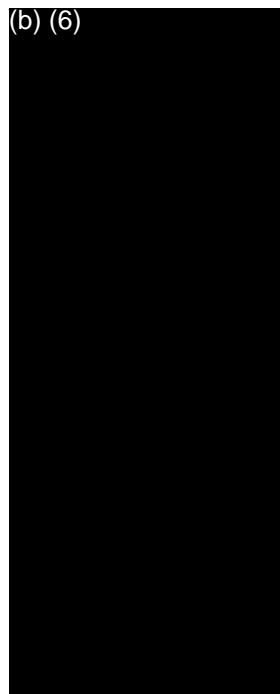
(b) (6) Sing In

(b) (6)



(b) (6) Sign-In

(b) (6)



(b) (6) Sign-In

(b) (6)



DATE: 7-1-16

DK / AI OVERTIME ATTENDANCE / SIGN-UP

[illegible]

Carbaugh Sing-In

(b) (6)



Thomas Sign-In

(b) (6)



(b) (6)

Sign-In

(b) (6)



(b) (6) Sign-In

(b) (6)





Collective Bargaining

*The Federal Service Labor-Management
Relations Statute*

Union's Right to Collective Bargaining

- 5 U.S.C. § 7114(a)(1)

A labor organization which has been accorded exclusive representation is the exclusive representative of the unit it represents and is entitled to act for, and negotiate collective bargaining agreements covering all employees in the unit.

Collective Bargaining Definition

- 5 U.S.C. § 7103(a)(12)

to meet at reasonable times and to consult and bargain in a good-faith effort to reach agreement with respect to the conditions of employment affecting such employees and to execute, if requested by either party, a written document incorporating any collective bargaining agreement reached

Conditions of Employment Definition

- 5 U.S.C. § 7103(a)(14)
personnel policies, practices, and matters,
whether established by rule, regulation, or
otherwise, affecting working conditions,
except that such term shall not include
policies, practices, and matters -
 - Relating to political activities
 - Relating to classification of any position; or
 - Specifically provided for by Federal statute.

Antilles Consolid. Educ. Ass'n, 22 FLRA 235 (1986).

Conditions of Employment

- The Authority applies a two-prong test:
 - Whether the matter pertains to bargaining unit employees, *and*
 - Whether there is a direct connection between the matter and the work situation or employment relationship of bargaining unit employees.

Antilles Consolid. Educ. Ass'n, 22 FLRA 235 (1986).

Conditions of Employment

Non-Bargaining Unit Employees

- Proposals directly implicating non-employees – not negotiable unless proposal “vitally affects” unit employee working conditions.
- Proposals directly implicating other bargaining units – not negotiable
- Proposals directly implicating supervisors or managers – negotiable only at the election of management

AFGE Local 32, 51 FLRA 491, 507 (1995).

“Good Faith” Bargaining

- It is an unfair labor practice for an agency or union to “refuse to consult or negotiate in good faith.”

5 U.S.C. § 7116(a)(5) or § 7116(b)(5).

- Determination is based on the totality of circumstances.

“Good Faith” Bargaining

Factors to Look For

- Did the agency/union:
 - approach negotiations with sincere resolve to reach agreement?
 - have duly authorized representatives present?
 - meet as frequently as necessary?
 - avoid unnecessary delays?
 - execute/implement agreement?

5 U.S.C. § 7114(b)(1) – (5)

“Bad Faith” Bargaining

Totality of Circumstances

- Agency repeatedly delayed negotiations and insisted on onerous ground rules and concessions before it would negotiate
 - *U.S. Dep’t of the Air Force, Hdqts., Air Force Logistics Command, Wright-Patterson Air Force Base, Ohio*, 36 FLRA 524 (1990).
- Agency refused to offer negotiation dates, violated ground rules on location of bargaining sessions and insisted on negotiations by e-mail instead of face-to-face
 - *U.S. DOJ, Executive Office for Immigration Review, N.Y. N.Y.*, 9 61 FLRA 460 (2006).

“Bad Faith” Bargaining

Specific Conduct

- Insisting to impasse on a permissive subject of bargaining
 - *Sport Air Traffic Controllers Organization (SATCO)*, 52 FLRA 339 (1996).
- Refusing to bargain over a proposal that is substantially identical to a proposal the Authority has previously determined to be negotiable.
 - *Dep’t of the Air Force, U.S. Air Force Acad.*, 6 FLRA 548 (1981), *affirmed sub nom. Dep’t of the Air Force, U.S. Air Force Acad. v. FLRA*, 717 F.2d 1314 (10th Cir. 1983).

Not “Bad Faith”

- Hard bargaining/refusal to make concessions
 - *Bureau of Prisons, Lewisburg Penitentiary, Lewisburg, Pa.*, 11 FLRA 639, 642 (1983).
- Withdrawing from permissive bargaining
 - *Nat’l Ass’n of Gov’t Employees, Local R4-75*, 24 FLRA 56, 61 (1986).

Two aspects of collective bargaining

- Duty to Bargain
 - Is there a duty to bargain?
 - When does the duty to bargain arise?
- Scope of Bargaining
 - If there is a duty to bargain, what must be bargained?
 - Are proposals negotiable?

Duty to Bargain: When Does It Arise?

- Term negotiations.
 - *AFGE, Interdepartmental Local 3723, AFL-CIO*, 9 FLRA 744 (1982).
- Mid-term proposals over subjects not already bargained.
 - *U.S. Dep't of the Interior, Wash., D.C. and U.S. Geological Survey, Reston, Va.*, 56 FLRA 45 (2000).
- Proposed changes in conditions of employment.
 - *Fed. Bur. of Prisons, FCI, Bastrop Tex.*, 55 FLRA 848 (1999).

Dep't of the Air Force, Wright-Patterson Air Force Base,
51 FLRA 1532 (1996).

Term Negotiations

- Upon the expiration of a collective bargaining agreement, either party may seek to renegotiate its terms, and the parties have an obligation to engage in such negotiations upon request.

U.S. Border Patrol Livermore Sector, Dublin, Cal., 58 FLRA 231 (2002); U.S. PTO, 57 FLRA 185 (2001).

Expired Contract

- If neither party seeks to renegotiate, then the mandatory terms of the agreement continue in effect, and the parties may rely on and enforce such provisions.
 - *U.S. Dep't of the Air Force, HQ Air Force Materiel Command*, 49 FLRA 1111 (1994); *Dep't of HHS, SSA*, 44 FLRA 870 (1992).
- Permissive terms of an expired contract remain in effect as well, but may be unilaterally terminated by either party upon proper notice.
 - *FAA, N.W. Mtn. Reg., Seattle, Wash.*, 14 FLRA 644 (1984).

Mid-term Bargaining

- Parties are obligated to bargain during the term of a collective bargaining agreement on negotiable proposals concerning matters not “contained in or covered by” the existing agreement unless the parties have waived their right to bargain about the subject matter.

U.S. Dep’t of the Interior, Wash., D.C. & U.S. Geological Survey, Reston, Va., 56 FLRA 45 (2000); U.S. INS, U.S. Border Patrol, Del Rio, Tex., 51 FLRA 768 (1996).

Proposed Changes In Conditions of Employment

- At any time, prior to making a change in a policy or practice concerning unit employees' conditions of employment, an agency is required to provide the union with notice and an opportunity to bargain over those aspects of the change that are within the duty to bargain.

Fed. Bur. of Prisons, FCI, Bastrop Tex., 55 FLRA 848 (1999).

What Both Parties Need to Ask When a Change is Proposed:

- Is there a “change?”
- Is the impact on conditions of employment *de minimis*?
- Is the proposed change “covered by the contract?”
- Did the union waive its right to bargain over the proposed change?

What is a Change?

- The determination as to whether a change in conditions of employment has occurred involves a case-by-case analysis and an inquiry into the facts and circumstances regarding the agency's conduct and employees' conditions of employment.

SSA, Office of Hearings & Appeals, Montgomery, Ala., 60 FLRA 549 (2005); 92 Bomb Wing, Fairchild Air Force Base, Spokane, Wash., 50 FLRA 701 (1995); U.S. INS, Houston Dist., Houston, Tex., 50 FLRA 140 (1995).

The *De Minimis* Test

- Unless the facts establish that the impact on bargaining unit employees is more than *de minimis*, no duty to bargain.
- The Authority looks to the nature and extent of either the effect, or the reasonably foreseeable effect, of the change evident at the time the change was proposed and implemented.

U.S. Dep't of the Treasury, IRS, 56 FLRA 906 (2000); *GSA, Reg. 9, S.F., Cal.*, 52 FLRA 1107 (1997); *Dep't of Health & Human Serv., Social Security Admin.*, 24 FLRA 403 (1986).

Examples of *De Minimis* Changes

- Reduction in reserved parking spaces where employees had no problem securing alternate parking.
 - *SSA, Office of Hearings & Appeals, Charleston, S.C.*, 59 FLRA 646 (2004).
- Change in policy regarding vessel boarding where evidence failed to show that overtime opportunities impacted or compensation, promotion or advancement potential impacted by differing skills required.
 - *U.S. DHS, Border & Transp. Sec. Directorate, Bureau of Customs & Border Prot., Wash., D.C.*, 59 FLRA 728 (2004).
- Temporary relocation of one employee to new building, resulting in only slight inconvenience.
 - *Gen. Services Admin. Region 9, S.F., Cal.*, 52 FLRA 1107 (1997).

Examples of More Than *De Minimis* Changes

- Change in work hours that resulted in loss of overtime opportunities.
 - *U.S. Customs Serv., S.W. Region, El Paso, Tex.*, 44 FLRA 1128 (1992).
- Implementation of VSIP program that would affect future career and retirement plan, and involved loss or benefit of \$25,000.
 - *U.S. Dep't of the Air Force, Air Force Materiel Command*, 54 FLRA 914 (1998).
- Local office move that resulted in some computers and telephones being inoperable, computer files not accessible, and loss of quality storage cabinets.
 - *U.S. Dep't of the Treasury, IRS*, 56 FLRA 906 (2000).

Is the change “covered by” the parties’ agreement?

- An agency is not required to bargain during the term of an agreement over matters that are “contained in or covered by an agreement.”

U.S. Dep’t of HHS, SSA, Balt., Md., 47 FLRA 1004 (1993).

“Covered By” Test

- Prong 1: Is the subject matter of the change “expressly contained” in the collective bargaining agreement? If not, expressly encompassed . . .
- Prong 2: Is the subject matter of the change “inseparably bound up with,” and plainly an aspect of, a subject covered by the agreement?

U.S. Customs Serv., Customs Mgmt. Ctr., Miami, Fla., 56 FLRA 809 (2000); U.S. Dep’t of HHS, SSA, Balt., Md., 47 FLRA 1004 (1993).

Resolution of “Covered By” Disputes

- Disputes involving differing and supportable interpretations of a collective bargaining agreement must be resolved through negotiated grievance procedures.

INS & INS Newark Dist., 30 FLRA 486, 490-91 (1987)

What Must an Agency Do When it Proposes a Change in Conditions of Employment?

- Provide Union reasonable notice and opportunity to request bargaining.
- If the union requests bargaining, respond.
- Bargain to the extent required by the Statute.
- Generally, maintain the *status quo* until the bargaining process is completed.
- Cooperate with Federal Service Impasses Panel, if requested by union, prior to implementation.

U.S. DOD, Defense Commissary Ag., Peterson Air Force Base, Colo. Springs, Colo., 61 FLRA 688 (2006); U.S. DOJ, INS, Wash., D.C., 56 FLRA 351 (2000); U.S. INS, Wash., D.C., 55 FLRA 69 (1999).

What Must the Union Do to Protect its Right to Bargain?

- Timely request to bargain.
- Submit negotiable proposals.
- Bargain in good faith.
- Timely request FSIP assistance if impasse is reached.

U.S. Dep't of Labor, Wash., D.C., 60 FLRA 68, 70 (2004).

Did the Union Waive Its Right to Bargain?

- By inaction

Failure to timely request bargaining, request additional information or request an extension of time.

U.S. DOD, Def. Commissary Ag., Peterson Air Force Base, Colo. Springs, Colo., 61 FLRA 688 (2006); U.S. Penitentiary, Leavenworth, Kan., 55 FLRA 704 (1999).

Did the Union Waive Its Right to Bargain?

- By contract
 - Parties may define limitations on their bargaining rights under the Statute – i.e., time limits for requesting bargaining. *Dep't of the Air Force, Air Force Materiel Command, Wright-Patterson Air Force Base, Ohio*, 51 FLRA 1532 (1996).
 - Was a matter “fully discussed and consciously explored during negotiations” and whether the union “consciously yielded or otherwise clearly and unmistakably waived its interest in the matter.” *See U.S. Dep't of the Interior, Wash., D.C. and U.S. Geological Survey, Reston, Va.*, 56 FLRA 45 (2000); *see also U.S. Dep't of Treasury, IRS*, 56 FLRA 906 (2000).

Are Any of the Union's Proposals Negotiable?

- An agency may implement a change if *all* proposals on the table at the time of implementation are non-negotiable and it has otherwise bargained in good faith.
- The agency must, however, respond to the union's request to bargain over the proposals, even if all the proposals are non-negotiable.
- If the agency chooses to implement under these circumstances, then it acts at its peril. If *any* proposals are determined to be negotiable, then the agency has committed a ULP.

U.S. DOJ, INS, Wash., D.C., 56 FLRA 351 (2000); Fed. Bureau of Prisons, FCI, Bastrop, Tex., 55 FLRA 848 (1999).

Resolution of Disputes Involving Contract v. Statutory Rights

- Where one party's conduct would constitute a violation of Statutory rights and it is alleged that a contract provision permits this conduct, this must be shown by a "preponderance of the evidence."
- Such a dispute does not need to be resolved through the negotiated grievance procedure.

Repudiation

- Repudiation of a collective bargaining agreement or memorandum of understanding is a ULP

Dep't of Def., Warner Robins Air Logistics Ctr., Robins Air Force Base, Ga., 40 FLRA 1211 (1991).

Repudiation Test

- The nature and scope of the alleged breach
 - Was the breach clear and patent?
- The nature of the agreement provision allegedly breached
 - Did the provision go to the heart of the agreement?

Dep't of the Air Force, 375th Mission Support Squadron, Scott Air Force Base, Ill., 51 FLRA 858 (1996).

Scope of Bargaining

- If there is a duty to bargain, what must be bargained?
- Are proposals negotiable?
- Or are proposals non-negotiable because
 - they interfere with management rights?
 - they are contrary to law?

Scope of Bargaining

Management Rights Clause

- 5 U.S.C. § 7106(a) establishes management rights under the Statute. The substance of management's decision to exercise these rights is non-negotiable.
 - Right to determine the mission, budget, organization, number of employees and internal security practices
 - In accordance with applicable laws, hire, assign, direct, layoff, retain, suspend, remove, reduce in grade or pay, discipline, assign work, contract out, determine personnel, make selections for hiring, and other action as necessary to carry out the mission during emergencies.
- Management rights are subject to § 7106(b).

Scope of Bargaining

Proposals that are contrary to law

- 5 U.S.C. § 7117(a) establishes that management is not obligated to bargain over matters inconsistent with law.

Scope of Bargaining

Permissive Subjects

- 5 U.S.C. § 7106(b)(1) establishes permissive subjects of bargaining.
 - The parties may bargain over permissive subjects, but are not required to bargain.
- Permissive subjects:
 - numbers, types, and grades of employees or positions; on the technology, methods or means of performing work.

Scope of Bargaining

Procedures and Appropriate Arrangements

- 5 U.S.C. § 7106(b)(2) and (3) require an agency to bargain over procedures and appropriate arrangements when it exercises its rights under the management rights clause.
 - Commonly referred to as bargaining over the “impact and implementation” of a change.

Appropriate Arrangements

- The proposal must be an "arrangement" for employees adversely affected by the exercise of a management right.
- The arrangement must be sufficiently "tailored" to compensate or benefit employees suffering adverse effects attributable to the exercise of management's right(s).
- Is the arrangement “appropriate” or does it “excessively interfere” with the relevant management right(s)?

Nat'l Ass'n of Gov't Employees, Local R14-87 & Kan. Army Nat'l Guard, 21 FLRA 24 (1986) (KANG).

“Arrangement”

- Proposal must seek to mitigate adverse effects "flowing from the exercise of a protected management right."

“Tailored”

- The proposal must provide "balm" to be administered "only to hurts arising from" the exercise of management rights.
- The proposal must not be so broad in sweep that the "balm" would be applied to employees indiscriminately without regard to whether the group as a whole is likely to suffer, or has suffered, adverse effects as a consequence of management action.

“Appropriate”

- The Authority weighs
 - the benefits afforded to employees under the arrangement
- against
 - the intrusion on the exercise of management's rights.

Framework for Resolving Negotiability Disputes under 7106(a) and (b)

- Does the proposal affect a 7106(a) right?
- Is the proposal negotiable under 7106(b)(2) or (b)(3)?
- Is the proposal electively negotiable under 7106(b)(1)?

HUD Council of Locals 222, Local 2910, 54 FLRA 171 (1998).

Framework for Resolving Bargaining Impasses

- When negotiations are at an impasse, either party may request assistance by the Federal Service Impasses Panel.
 - § 7119(b)(1)
- If one party timely invokes the services of the Panel, the *status quo* must be maintained to the maximum extent possible.

U.S. Immigration & Naturalization Serv., Wash., D.C.,
55 FLRA 69 (1999)

Remedies

- Where change is substantively negotiable, a *status quo ante* remedy may be appropriate, absent special circumstances.
 - U.S. DOD, Defense Commissary Agency, N.E. Reg., Groton, Conn., 59 FLRA 472 (2003).
- Where change is negotiable only as to impact and implementation, a stricter test is applied to justify a *status quo ante* remedy.
 - FCI, 8 FLRA 604 (1982).

SQA Remedy Factors

- whether, and when, an Agency notified the Union concerning the change.
- whether, and when, the Union requested bargaining.
- the willfulness of the Agency's conduct in failing to bargain.
- the nature and extent of the impact upon adversely affected employees.
- whether, and to what extent, a *status quo ante* remedy would disrupt the Agency's operations.

FCI, 8 FLRA 604 (1982).

Back Pay Remedy

- If the ULP resulted in a loss of pay, allowances or differentials to employees, then the affected employees may receive back pay to compensate for such losses.

*Soc. Sec. Admin., Balt., Md. & Soc. Sec. Admin.,
Hartford Dist. Office, Hartford, Conn., 37 FLRA 278, 292
(1990)*

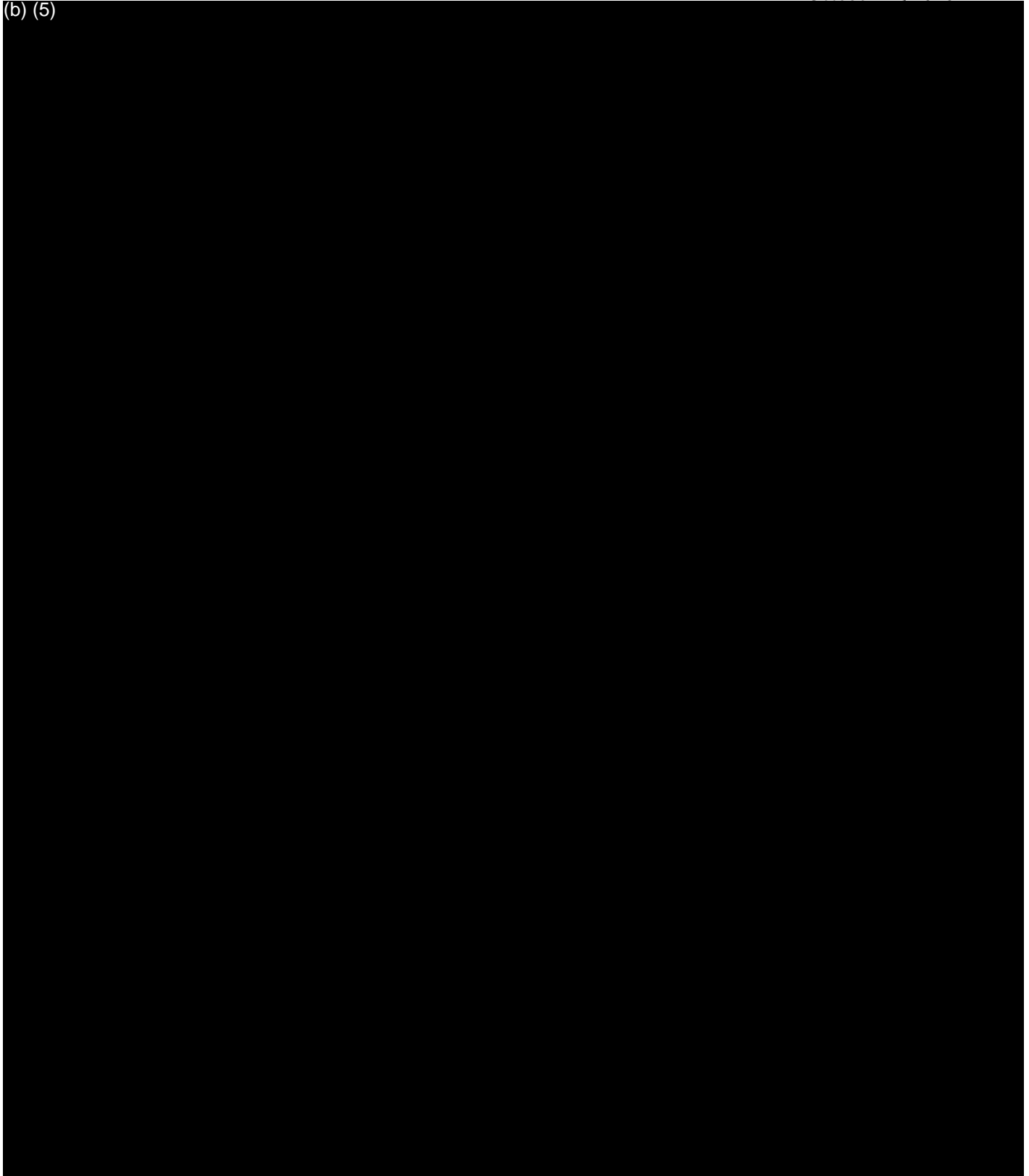


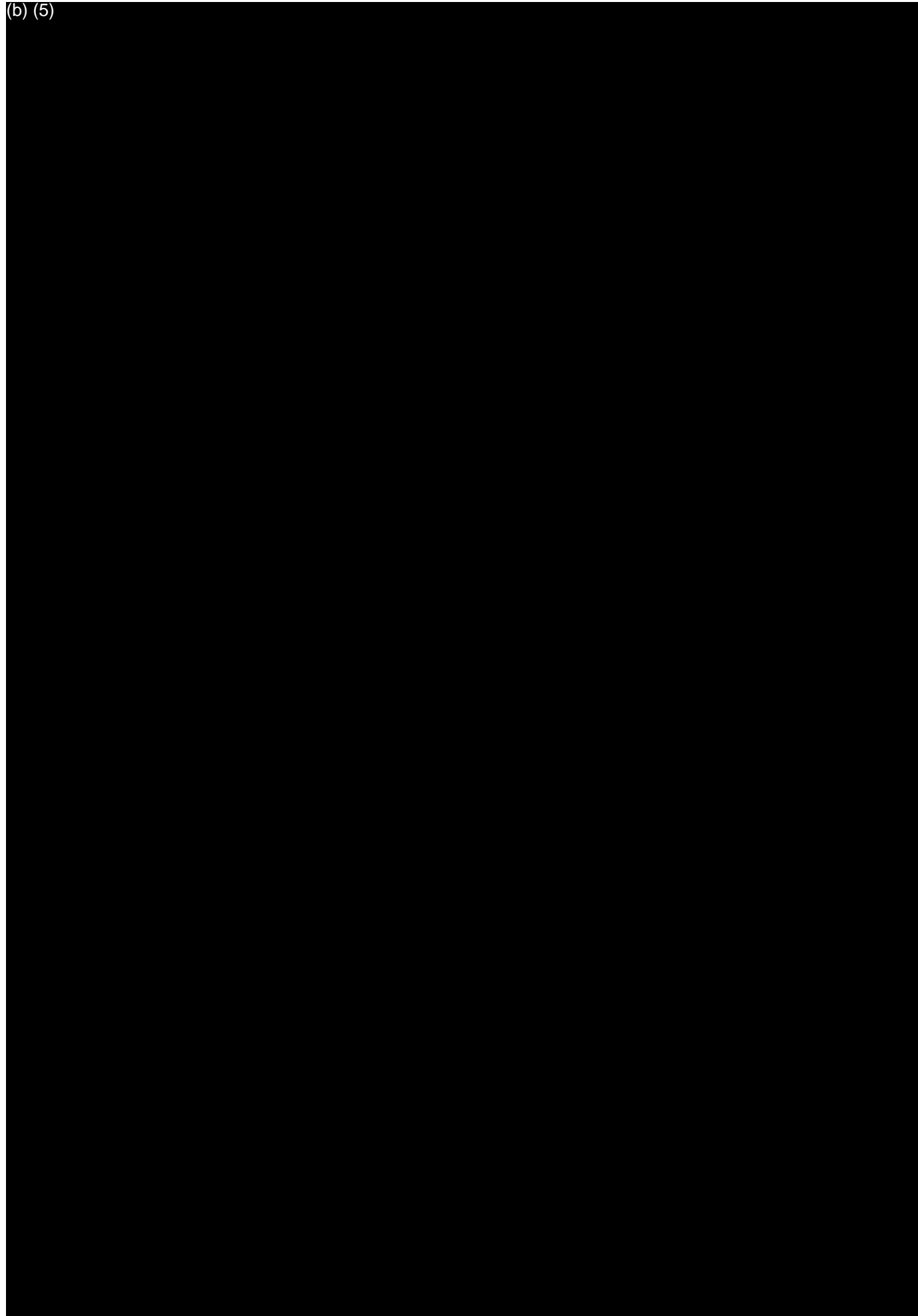
EDC Storage Branch LOCAL OPERATING PROCEDURE

Start of Shift Routine

October 14, 2016

(b) (5)





(b) (5)



(b) (5)



(b) (5)



McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Monday, October 17, 2016 7:52 AM
To: Evans (US) (Lester.Evans@dla.mil)
Subject: FW: DK Improvement Recommendations
Attachments: Process Changes for DK.docx

-----Original Message-----

From: Kovach, Edward F Jr CIV (US)
Sent: Thursday, September 29, 2016 11:32 AM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Johnson, Brenda L CW4 USARMY DLA DISTRIBUTION (US) <Brenda.2.Johnson@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Carter, Kyhein J CIV DLA DISTRIBUTION (US) <Kyhein.Carter@dla.mil>; Olson, Joseph R CIV DLA DISTRIBUTION (US) <joseph.olson@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>
Subject: RE: DK Improvement Recommendations

Thanks for the opportunity to offer input.Ed K

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Wednesday, September 28, 2016 8:56 AM
To: Johnson, Brenda L CW4 USARMY DLA DISTRIBUTION (US) <Brenda.2.Johnson@dla.mil>
Cc: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Carter, Kyhein J CIV DLA DISTRIBUTION (US) <Kyhein.Carter@dla.mil>; Olson, Joseph R CIV DLA DISTRIBUTION (US) <joseph.olson@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Kovach, Edward F Jr CIV (US) <Edward.Kovach@dla.mil>
Subject: DK Improvement Recommendations
Importance: High

(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



-----Original Message-----

From: Wood, David W CIV (US)

Sent: Friday, September 16, 2016 7:11 AM

To: Northrup, John D CIV (US) <John.Northrup@dla.mil>; Carter, Kyhein J CIV DLA DISTRIBUTION (US) <Kyhein.Carter@dla.mil>; Olson, Joseph R CIV DLA DISTRIBUTION (US) <joseph.olson@dla.mil>

Cc: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>; Johnson, Brenda L CW4 USARMY DLA DISTRIBUTION (US) <Brenda.2.Johnson@dla.mil>
Subject: RE: So....

(b) (5)



David W. Wood
Distribution Management Division
DLA Distribution, Susquehanna, PA (DDSP)
(717) 770-6396

-----Original Message-----

From: Northrup, John D CIV (US)
Sent: Thursday, September 15, 2016 3:32 PM
To: Wood, David W CIV (US) <David.Wood@dla.mil>; Carter, Kyhein J CIV DLA DISTRIBUTION (US) <Kyhein.Carter@dla.mil>; Olson, Joseph R CIV DLA DISTRIBUTION (US) <joseph.olson@dla.mil>
Cc: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US) <Kyle.Combs@dla.mil>
Subject: So....

(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Wednesday, October 12, 2016 6:24 AM
To: Finn, Paul L CIV DLA DISTRIBUTION (US)
Cc: Northrup, John D CIV (US)
Subject: FW: Daily Stock Positioning Report:10-12-16.xlsx
Attachments: 10-12-16.xlsx

Paul,

Talked with Ky last week and he mentioned that each quarter the pop codes get updated, thus why we're now at over 69k of G pop in the high rise.

With workload being so low yesterday, is there any reason why we're not augmenting our workload with REWs to clear out the space that is needed in the High Rise and get the G-pop out? Whether it be to a outer warehouse or DB40, we really need to attack this G-Pop to create the RBEs and RBLs that are still in very high demand and are driving unwanted active stock to DB40.

Is dropping my own REW work something I can get permissions to do? Is it something I really want to take on, or will the gain in control over our own destiny just cause more headaches near term for me?

Any thoughts/ ideas on how we take advantage of those sporadic lulls that happen, and ensure we have daily touch points with PPC to ensure we're keeping everyone busy/ engaged, and meeting our space needs?

Thanks,
Shane

-----Original Message-----

From: Abbott, Russell W CIV (US)
Sent: Wednesday, October 12, 2016 6:16 AM
To: 11-9-07 <11-9-07@dla.mil>; Abbott, Russell W CIV (US) <Russell.Abbott@dla.mil>; Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Harpe, James S (Scott) CIV DLA LOGISTICS OPERATIONS (US) <James.Harpe@dla.mil>; Holmes, Jesse B MAJ USARMY DLA DISTRIBUTION (US) <Jesse.Holmes@dla.mil>; Jodon, Samuel S CIV DLA DISTRIBUTION (US) <Samuel.Jodon@dla.mil>; Johnson, Brenda L CW4 USARMY DLA DISTRIBUTION (US) <Brenda.2.Johnson@dla.mil>; Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Murray, Brian C LCDR USN DLA DISTRIBUTION (US) <Brian.Murray@dla.mil>; Northrup, John D CIV (US) <John.Northrup@dla.mil>; Wood, David W CIV (US) <David.Wood@dla.mil>; Yiengst, Bradley P CIV DLA DISTRIBUTION (US) <Bradley.Yiengst@dla.mil>
Subject: Daily Stock Positioning Report:10-12-16.xlsx

DAILY STOCK POSITIONING REPORT

10/12/2016

DORMANT LOCATIONS (G POP)

DB	55,946
DR	13,520
TOTAL	69,466

EMPTY LOCATIONS

DB	4,256
DR	1,586
TOTAL	5,842

OPEN REWHSE PICKS (M02)

DB	341
DR	700
TOTAL	1041

OPEN REWHSE STOWS IN V0

V01	871
V02	1
V03	351
V04	218
TOTAL	1441

RELEASED REWHSE PICKS (Prev Day)

DB	239
DR	48
TOTAL	287

McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, October 07, 2016 10:37 AM
To: Finn, Paul L CIV DLA DISTRIBUTION (US); Thomas, George D CIV DLA DISTRIBUTION (US); Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US); Evans, Lester L CIV (US); Cammack, James C Sr CIV (US); Maurice, Donald A CIV (US); Nixon, Stephanie L CIV (US); Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Cc: Evans (US) (Lester.Evans@dla.mil); Cammack, James C Sr CIV (US)
Subject: RE: URGENT REQUEST
Attachments: COOP SOP.DOCX; TRANS-COOP SOP.pdf

Sabrina just forwarded me these documents on COOP.

1. COOP Operations
2. Transportation COOP Operations

Please advise if there is a meeting and who needs to be prepared to do what this weekend.

Thanks,
Shane

-----Original Message-----

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, October 07, 2016 10:21 AM
To: Finn, Paul L CIV DLA DISTRIBUTION (US) <Paul.Finn@dla.mil>; Thomas, George D CIV DLA DISTRIBUTION (US) <george.thomas@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Maurice, Donald A CIV (US) <donald.maurice@dla.mil>; Nixon, Stephanie L CIV (US) <Stephanie.Nixon@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>
Cc: Evans (US) (Lester.Evans@dla.mil) <Lester.Evans@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>
Subject: RE: URGENT REQUEST

Storage:

(b) (6)

(b) (6)

(b) (6)

(b) (6)

Talked to Sabrina - is there any documentation of the COOP process/ current roster of who would need to report in the event they are activated?

Given the impending potential impact of Hurricane Matthew, is there a scheduled meeting today to talk through potential responses and primary POCs for said response this weekend that I can pass along to my team?

Thanks,
Shane

-----Original Message-----

From: Finn, Paul L CIV DLA DISTRIBUTION (US)

Sent: Friday, October 07, 2016 8:45 AM

To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Thomas, George D CIV DLA DISTRIBUTION (US) <george.thomas@dla.mil>; Flynn, Francis D (Fran) CIV DLA DISTRIBUTION (US) <Francis.Flynn@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>; Cammack, James C Sr CIV (US) <James.Cammack@dla.mil>; Maurice, Donald A CIV (US) <donald.maurice@dla.mil>; Nixon, Stephanie L CIV (US) <Stephanie.Nixon@dla.mil>; Shaffer, Ty B LT USN DLA DISTRIBUTION (US) <Ty.Shaffer@dla.mil>

Subject: URGENT REQUEST

Team,

Need for each area to provide a recall roster for your leadership Team, reason why is with the hurricane there may be emergent requirements that arise. Shane could you check with Sabrina or Shawn they are the SME's for COOP operations reason why, with the planned outages this weekend (now primary DSS) we may need to pull material and ship manually.

Thank You,
Paul L. Finn
DLA Distribution Depot Susquehanna
EDC Division
Division Operations Manager
Phone: 717-770-6087
Govt Cell: 717-982-9617
Email: Paul.Finn@dla.mil

Ross Perot
Lead and inspire people. Don't try to manage and manipulate people.
Inventories can be managed but people must be led.



Defense Logistics Agency STANDARD OPERATING PROCEDURE

DLA Distribution J4 Warehousing SOP #xxxxxx
December 15, 2015

(b) (5)

(b) (5)

(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



Date Reviewed	Reviewed By	Changes Made Y/N	Change Description
11/16/2015	Damon A. Robinson	Y	Create
11/25/2015	Bret Speese	Y	After action changes made and Process Map added.

TABLE OF CONTENTS

(b) (5)



(b) (5)



THIS PAGE INTENTIONALLY LEFT BLANK

(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)



(b) (5)





Defense Logistics Agency STANDARD OPERATING PROCEDURE

DLA Distribution J4 Warehousing SOP 4145.26
December 15, 2015

DLA Distribution J4/BC

(b) (5)

Date Reviewed	Reviewed By	Changes Made Y/N	Change Description
12/04/2015	Roxanne Webster/ Mark Singh	Y	Create

(b) (5)



(b) (5)



(b) (5)



(b) (5)

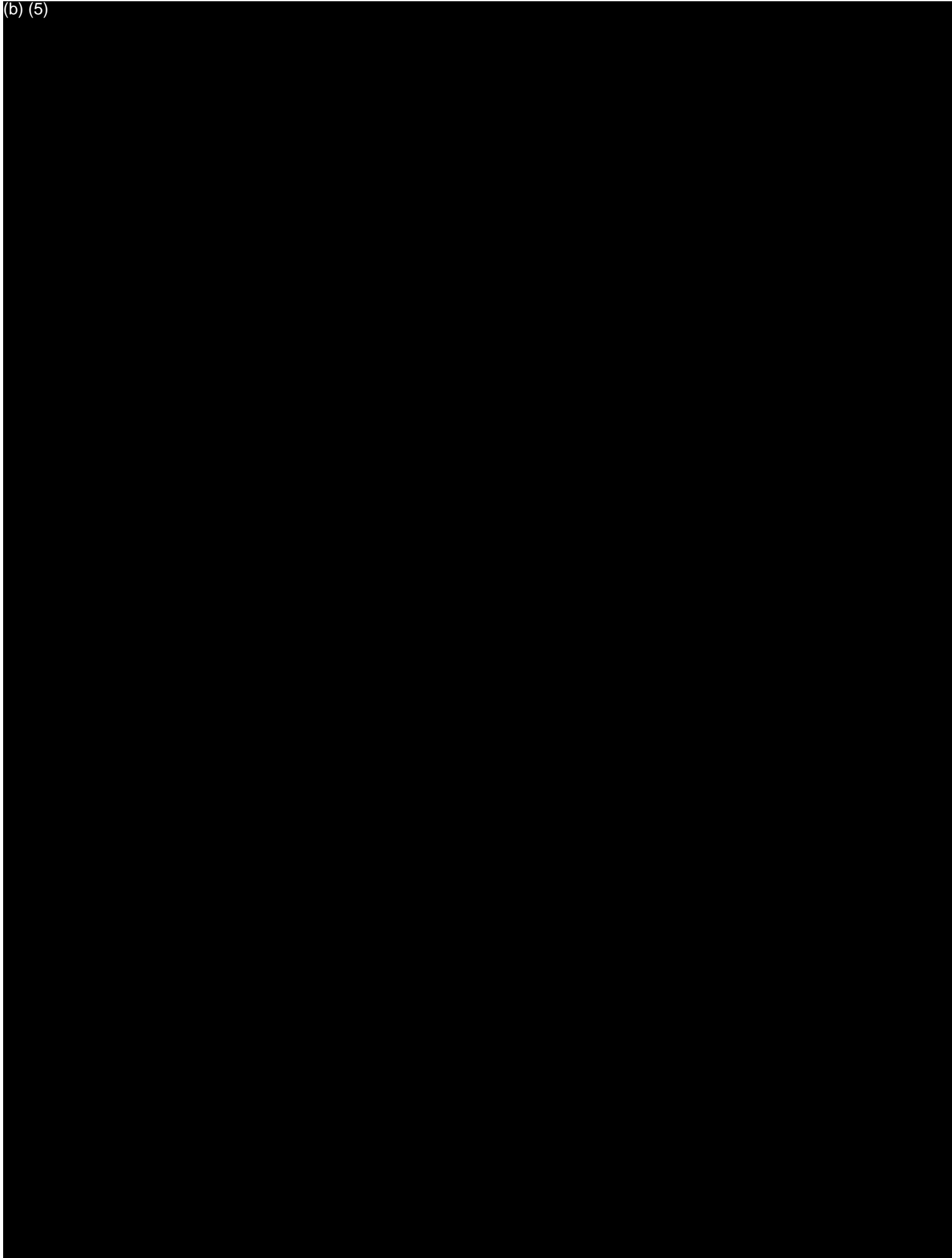


(b) (5)



(b) (5)





McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Friday, October 07, 2016 7:14 AM
To: Evans (US) (Lester.Evans@dla.mil); Shaffer, Ty B LT USN DLA DISTRIBUTION (US)
Subject: FW: DB28 stows left behind
Attachments: 20161006_063422.jpg

Lester,

I thought you were making sure all Stows were staying kept up and the walkway clear, as brought up in the Safety meeting?

Ty,

Need you and your team to do the same- it would seem like there's not enough leadership presence checking the Bin floor if this continues to be a problem.

Please ensure all Supervisors responsible for the Bins and Racks are making quarterly checks throughout the day and leaving at the EOS with zero stows remaining.

This is also driving a lot of our late stows in the High Rise.

Thanks,
Shane

-----Original Message-----

From: Paganbonilla, Jose A CIV (US)
Sent: Thursday, October 06, 2016 12:26 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>; Evans, Lester L CIV (US) <Lester.Evans@dla.mil>
Cc: Donald, Stephanie M CIV (US) <Stephanie.Donald@dla.mil>; Drust, Jesse A CIV DLA DISTRIBUTION (US) <Jesse.Drust@dla.mil>; Dunkle, Zachary A CIV DLA DISTRIBUTION (US) <Zachary.Dunkle@dla.mil>; Johnson, Allen W CIV DLA DISTRIBUTION (US) <Allen.Johnson@dla.mil>; Neely, Lawana CIV (US) <Lawana.Neely@dla.mil>; Spangler, Mick D CIV (US) <Mick.Spangler@dla.mil>; Barber, James A CIV (US) <James.Barber@dla.mil>; Coates, Joshua C CIV DLA INFO OPERATIONS (US) <Joshua.Coates@dla.mil>; Gossard, Aron M CIV DLA DISTRIBUTION (US) <Aron.Gossard@dla.mil>; Powley, Jason C CIV DLA DISTRIBUTION (US) <jason.powley@dla.mil>; Sutley, Eugene E CIV (US) <Eugene.Sutley@dla.mil>
Subject: DB28 stows left behind

Can we please make sure this doesn't happen again. This was the only row out of 32 and we had an employee assigned to that row yesterday. In the future if this happen again please notify us in advance so we can explain to the next employee the WHY? Thank you.

Jose A Pagan
Supervisor Material Handler
DDSP-KA Highrise Storage
717-770-4592

-----Original Message-----

From: Jose Pagan [mailto:prstyle66@gmail.com]

Sent: Thursday, October 06, 2016 10:33 AM

To: Paganbonilla, Jose A CIV (US) <Jose.Pagan@dla.mil>

Subject: [Non-DoD Source] Db28



McNaughton, Sherry L CIV DLA DISTRIBUTION (US)

From: Mantz, Shane L CIV DLA DISTRIBUTION (US)
Sent: Tuesday, October 04, 2016 7:39 AM
To: Northrup, John D CIV (US); Combs, Kyle S Jr LTJG USN DLA DISTRIBUTION (US); Simpson, Andrew H CIV DLA DISTRIBUTION (US)
Subject: FW: Scanned Document (Signed)
Attachments: scannedDoc.pdf

FYI - (b) (6) is participating in the (b) (6) program.

He also asked to speak with "Brad" - i.e. COL Eungard. I asked if there was anything I could help him with/ his concern was something I could solve, he said "No."

When I asked him what he had done in DK today (we met at 12:45 today for me to follow up in between St Onge), he said nothing because he was working on down time reporting for John and some other stuff that I don't believe is valid.

Yesterday, I also asked him to send me a quick recap email daily at the end of the day referencing what got accomplished. Apparently he left at 14:20 on Friday, and notoriously does so.

Rather than force him to check in with me daily before he goes (that'll be the next step if he grieves the email request), I figured he could just send me recaps but undoubtedly he won't want to do this because it'll expose how much he short changes the agency with leaving a little early daily.

I dug through the library and found his PD and will attempt to get 15% of all of that accomplished.

Shane

-----Original Message-----

From: shane.mantz@dla.mil [mailto:shane.mantz@dla.mil]
Sent: Monday, October 03, 2016 1:15 PM
To: Mantz, Shane L CIV DLA DISTRIBUTION (US) <Shane.Mantz@dla.mil>
Subject: Scanned Document (Signed)

REQUEST FOR APPROVAL OF ADMINISTRATIVE LEAVE FOR CIVILIAN FITNESS ACTIVITIES

PRIVACY ACT STATEMENT

Authority: Executive Orders 12107, 12196, and 12564 and 5 U.S.C. chapters 11, 33, and 63, and DLA DTM 13-002-DLA Fitness Program.

Purpose: Information collected is used to enroll in Defense Logistics Agency's (DLA) Civilian Wellness and Fitness Program.

Routine Use: None. Information collected stays within DLA.

Disclosure: Voluntary.

Rules of Use: Rules for collecting, using, retaining, and safeguarding this information are contained in the Office of Personnel Management (OPM) government-wide Privacy Act system of records notice identified as OPM/Govt-10, entitled "Employee Medical File System Records" available at <http://dpclo.defense.gov/privacy/SORNS/govt/OPMGOVT-10.html>

EMPLOYEE REQUEST

I, (b) (6), request approval of administrative leave not to exceed 1 hour per day or not to exceed 3 days per week, for the sole purpose of participating in civilian wellness/fitness activities.

I understand (employee must acknowledge each item):

Yes I should participate in civilian fitness activities using installation facilities (if available) during any period of administrative leave for such activities.
Yes/No

Yes I certify that, to the best of my knowledge, I have no medical conditions or limitations that would put me at risk of injury or risk of harm to my health if I participate in the fitness/wellness program.
Yes/No

Yes My participation is subject to supervisory scheduling and approval. I understand that periods of participation for short periods of time may be disallowed by my supervisor or designated management official during workload surges to include periods of mandatory overtime.
Yes/No

Yes I must provide timekeeper and/or supervisor with information necessary to appropriately code timesheets for administrative leave ("LN") along with remark "Wellness/Fitness Program."
Yes/No

Yes In order to enhance mission effectiveness, I must make every effort to improve my health and well-being during any period of administrative leave for the purpose of civilian fitness.
Yes/No

Yes Should my ability to participate in civilian wellness/fitness activities become limited in any manner, I will notify my supervisor immediately.
Yes/No

PROJECTED DAYS AND TIMES FOR FITNESS ACTIVITIES

DAY 1 Tuesday		DAY 2 Thursday		DAY 3 Friday	
FROM	TO	FROM	TO	FROM	TO
11:30 AM	12:30 PM	11:30 AM	12:30 PM	11:30 AM	12:30 PM

LOCATION 2001 Mission Drive New Cumberland Pa 17070	NATURE OF FITNESS ACTIVITIES Walking and Treadmill
--	---

EMPLOYEE'S SIGNATURE & DATE SIGNED

(b) (6)

Save the completed form for your records or click the button to attach it to an email for your supervisor.

SUPERVISOR DECISION

ADMINISTRATIVE LEAVE IS

☒ APPROVED ☐ DISAPPROVED

(b) (6)